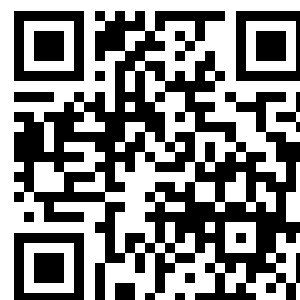

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REMOTE STORAGE

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OOD MORNING, SIR.

Your face reflects the joy of living and your smile of greeting helps us start the day's work right. All boy—you stand there on our cover. All man—in not far distant days you will fill important posts in our great organization. There is no place so high you cannot reach it.

Your work now is important. Always do your job well. Keep your smile and grit—and never cease to learn.

Office Boy, we salute you—glad to have you with us.

BELL TELEPHONE NEWS

Volume 14

CHICAGO, ILL., AUGUST, 1924

Number 1

NEWCASTLE CUT-OVER COMPLETED SUCCESSFULLY

Chicago Office Serving Norwood Park, Edison Park and Part of Niles Now Has Modern Type of Common Battery Switchboard

ON Saturday, June 28 at 10 p. m., the new common battery switchboard at Newcastle Office, Chicago, was cut into service in the presence of about one hundred persons representing commercial and civic organizations from those communities in the northwest section of Chicago served by the new switchboard.

When F. R. Greiner of the *Edison-Norwood Weekly* touched the button which gave the signal for the cutting in of the new common battery switchboard, he also signalled the passing of the old six-position magneto switchboard with its long and interesting service.

Telephone history in these communities goes back to the nineties when a single instrument connected to a toll line, served Norwood Park. This toll station was housed in the general store of James A. Low, located on the southeast corner of Nina and Avondale Avenues, and was a center of community activities in those days.

Norwood Park remained a toll station until October, 1900, when a one-position magneto switchboard was installed there. Fourteen lines were connected to the board at that time, three of which were in Niles. The exchange was taken over in 1903 by Thorsen and Wingert, real estate and hardware dealers at what was then 3474 Avondale Avenue, and the July, 1903, directory printed on a card, shows twenty-two telephones, three of which were in Niles. Under Thorsen and Wingert's management, the number of subscribers was increased to about eighty.

In 1904 the one-position switchboard was moved to the front room of the residence of Mrs. Jesse Temple at 6083 West Circle Avenue, Norwood Park. Here it remained serving the community with Mrs. Temple as manager until July, 1920, and during those years the switchboard grew to three positions.

The number of subscribers had been steadily increasing so the telephone company erected a two-story central office building in Edison Park and into this the switchboard was moved in 1920. The move was made by the central office installation forces under the direction of E. F. Breen, supervising foreman. The switchboard was loaded on a truck at eleven o'clock at night and moved to its new location. At two o'clock in the morning of the next day or three hours later it was ready for service in the new office at Edison Park.

Mrs. Temple severed her connection with the telephone company when the board was moved to

Edison Park, and Miss Noehre from Irving Office became chief operator. Miss Mabel Christensen, who had been working as an operator at the switchboard with Mrs. Temple for several years, succeeded Miss Noehre as chief operator some ten months after the latter had taken charge. Miss Laura Merriman, who also had been working under Mrs. Temple, became night operator in charge when the board was moved to Edison Park.

Edison Park Gets Start in Telephone World

Sometime in 1903 or 1904, or shortly after the Chicago Telephone Company started the exchange in Norwood Park, McGinnis and Wheeler opened a telephone office in a delicatessen store on the northwest corner of Olmstead and Oliphant Avenues, Edison Park, which is just south of the present office. This board consisted of a one-position magneto board and had about fifteen subscribers when cut into service, with one toll line to Niles and one to Des Plaines.

McGinnis and Wheeler operated this exchange for about a year, after which they sold out to the Des Plaines Telephone Company of which Mr. Wheeler became manager. The Des Plaines company, an independent company, took the lines over and operated them until the Illinois Bell Telephone Company bought the lines and equipment and connected them to the Norwood Park switchboard when Edison Park was annexed to the city.

George H. Leverett, now of the Chicago Plant Department, installed this first switchboard at Edison Park, most of the subscribers' lines and equipment, and the toll lines, which were grounded circuits.

The toll line running to Niles was a classical bit of engineering, as two miles of the circuit consisted of the top strand of a barbed-wire fence. Needless to say on rainy days the transmission was not quite up to present day standards.

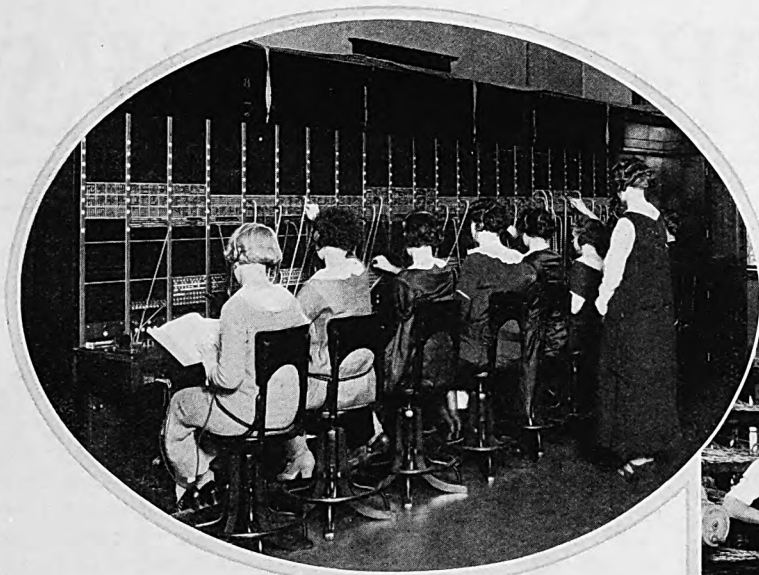
New Instruments Installed

The passing of the old magneto board with the recent cut-over also terminated the long and faithful service of some eleven hundred and fifty local battery telephones. These local battery instruments were equipped with hand generators and dry cells, and it was necessary for the subscriber to turn a crank to call the operator. This type of instrument has been replaced by the standard desk set. However, since it was necessary to leave the old instruments in service to work with the old switchboard up to the instant of the cut-over a change was made in the circuit of each of the old telephones so that these telephones would function



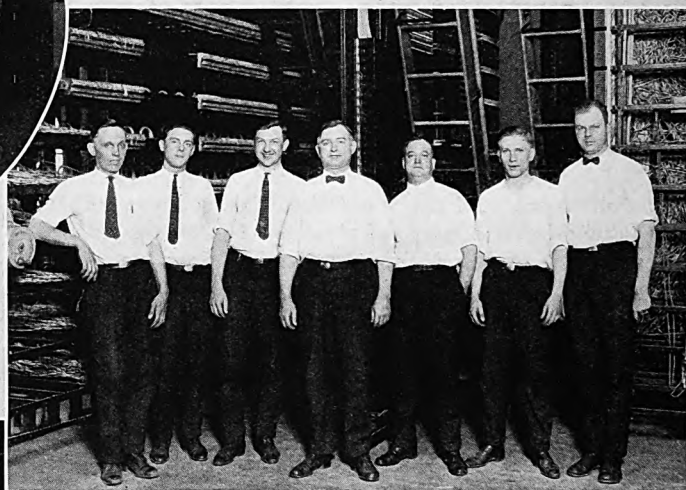
MAKING THE NEWCASTLE CUT-OVER
F. R. Greiner of the *Edison-Norwood Weekly* is touching the button to make the Newcastle cut-over.

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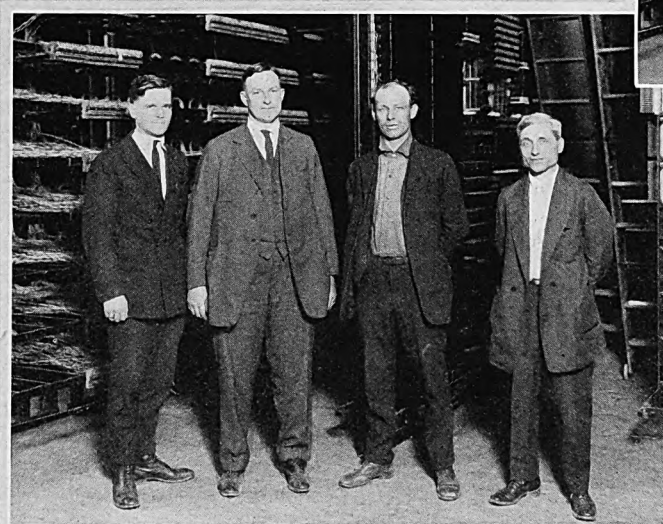


Miss Mabel Christensen, Chief Operator, (standing) is supervising the calls that come in on the new switchboard at the Newcastle Office.

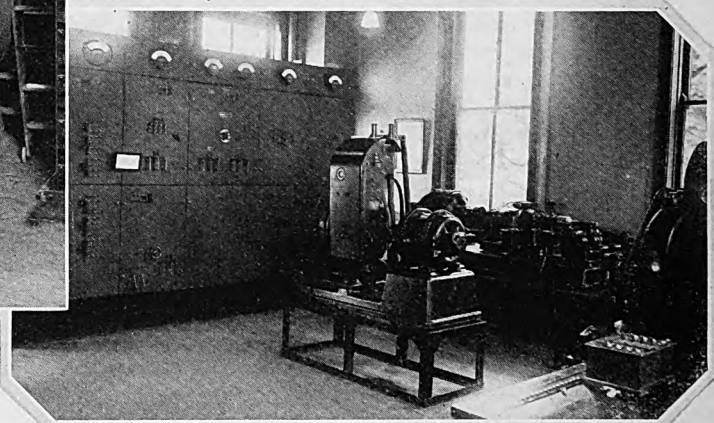
TAKING PART IN THE NEWCASTLE CUT-OVER



C. Johnson; G. Licht; N. S. Hayes; C. A. Gordley, Foreman; A. H. Beriau; R. T. Ringquist, and C. H. Boettcher are the Central Office Installers who worked on the cut-over at Newcastle Office.



The Maintenance group in charge of the Newcastle Office. In the picture are William Busch, Switchboard Repairman; W. T. Gilliford, Wire Chief; L. R. Johnson, Station Repairman; and L. H. Newman, Station Repair Foreman.



A section of the Newcastle Power Plant.



The men who installed the power system at Newcastle are: Standing---J. Farnwalt, E. J. Stycke and F. M. Newton. Seated---G. Murphy; J. H. Rowell; A. W. Czychke, Power Foreman, and T. E. Joyce.



Station Installers who replaced the telephone instruments in the Newcastle District. Seated---H. Eisner, C. Kreibich, C. Gaubatz and G. Milbrandt. Standing---J. J. Becker, Foreman; W. H. Work, Supervisory Foreman; C. G. King; F. Boedeker; R. Willers; F. Hein; L. Mohr; W. McNicol, and J. E. Howe.

temporarily with the new switchboard without the use of the crank. On Monday morning immediately following the cut-over, the Station Installation Division began the work of replacing all the instruments in the Newcastle District with the latest type of telephone instrument. The installation work was done under the general supervision of W. H. Work, station installation supervising foreman, with J. J. Becker, foreman, in direct charge of a force of eleven station installers.

L. R. Johnson, station repairman, who has been caring for the old instruments for some thirteen years will, doubtless, feel sad when his pets are carted away, but the new instruments should eventually win his affections as they should earn the good will of the subscribers through better transmission.

Changes Made in Outside Plant

For the last three years, S. B. Orwig, district plant engineer, has been engineering the rehabilitation of the Newcastle aerial and underground cable plant, and the aerial wiring in preparation for the change from local to common battery. The changes in the outside plant were made by the Construction Division, under the supervision of Tom Rader, district foreman.

The order for the new common battery switchboard was written by Z. A. Aronian of the local traffic engineer's office un-

der the direct supervision of C. M. Conway, local manual traffic engineer. N. S. Sayre, commercial manager, had charge of the commercial work in connection with the cut-over, and has done much to promote coöperation between the community and the company. The trunking problems were worked out by A. R. Sundquist, local trunk engineer, assisted by L. G. Milligan.

The number of trunks needed to carry the traffic was estimated from special peg count studies and from traffic records. Cable pairs were limited so it was necessary to determine the most efficient operating methods on incoming and outgoing trunks to fit the available cable plant. Several plans were considered, and the one finally adopted provided outgoing trunks to Tandem, Kildare and Toll; incoming trunks from Tandem, Kildare, Irving and Toll, and two-way trunks to Park Ridge.

J. J. Novak, plant trunk engineer, through the assistance of the Trunk Assignment Unit under R. C. Matlock, provided the necessary trunk pairs for the approved trunk plan by assigning pairs in a Barrington toll cable. Future growth will be cared for by a new trunk cable between Kildare and Newcastle Offices.

The switchboard was engineered by L. L. Knight of the Engineering Department, and consists of three sections of No. 1



SERVING AT NEWCASTLE OFFICE

Standing are Mrs. E. Turner, Supervisor; Mrs. H. Swanson; Miss L. Merriman, Night Operator in charge; Mrs. M. Lemme; Miss E. Cady; Mrs. H. Hans, and Mrs. H. Anderson. Seated are Mrs. I. Bradley; the Misses E. Nagle; L. Rode, and M. Christensen, Chief Operator; Mrs. A. Gallagher, Instructor, and Miss G. Bransky.



ARTHUR D. WHEELER,
President.

JULY, 1903.



A. S. HIBBARD,
2d V-P. & Gen'l Manager

Telephone Directory

FOR

NORWOOD PARK, ILLINOIS

W. R. ABBOTT, SUPT.

THORSEN & WINGERT, MANAGERS.

- 214 Buss Wm L r 526 Circle Av
241 Chadwick Ross E 3261 Norwood Av
2 CHICAGO TELEPHONE CO THORSEN &
WINGERT MGRS NORWOOD PK
233 Cuchna Frank Saloon & Restaurant Niles
3 Davis G H r 522 W Circle Av
204 de Berard O J r 390 Crescent Av
202 Farnum Henry A r 5585 Clarendon Av
224 Hammersmark Cigars Newspapers Candy 8480
Avondale Av
4 Henrotin Dr F r Hollis Rd
211 Hippach L A r 191 E Circle Av
221 Hortaugh & Olander Grocery & Mkt 8485
Avondale Av
1 Hughes J O, MD r 164 Myrtle Av
232 Kudrie Vaclav Saloon Niles
222 Manning J J r 366 Crescent Av
204 Prager F A r Evergreen Av
212 Puhlman Otto r 537 W Circle Av
213 Rainer Paul P r Myrtle Av
201 Rich Fred A r 206 Circle Av
203 Simons Jos r 261 Crescent Av
5 St Adalbert's Cemetery Niles
201 Thayer G H r 184 Norwood Pl
2 Thorsen & Wingert Mgrs Telephone Exch
8474 Avondale Av
223 Yorks W K, MD r 8476 Avondale Av

ABBREVIATIONS.—Av, Avenue; Exch, Exchange; Mgr, Manager; Mkt, Market; r, residence; Rd, Road.

PUBLIC TELEPHONES PRINTED IN CAPITALS

A "PIONEER" DIRECTORY

Twenty-one years ago, in 1903, a page of the Norwood Park telephone directory looked like this.

common battery subscribers' multiple switchboard, equipped with 1,900 subscribers' multiple; one section No. 12 wire chief's desk; one 15L turret type chief operator's desk, and the very latest power equipment.

The equipment was delivered February 7, and installed by the Western Electric Company. The installation was completed May 31. A. Grover C. Kautz, engineer, representing the Engineering Department, supervised the installation and made the final inspection of the board, and W. A. Yucell, supervising inspector of the Plant Department made the inspection for that department.

The testing and cut-over work was handled by the north division central office installation force under the general direction of E. F. Breen, supervising foreman, and C. A. Gordley, foreman, with a force of six central office installers, and the trunk work on the cut at Kildare Office was handled by C. A. Nalikowsky, foreman, assisted by several central office installers.

A complete new power system consisting of a power board, two motor generator sets, ringing machines, and miscellaneous equipment was installed by Arthur W. Czischke, foreman, assisted by four power and light installers and under the supervision of A. Krueger, supervising foreman. The storage batteries were installed by Edward Styke and a helper, under the supervision of S. T. Hindenach, supervising foreman of storage battery work.

The orders and correspondence of the Newcastle cut-over will soon rest forgotten in filerooms, but the traffic and the maintenance group must stand by the new switchboard; operate and maintain it with their brains, hands and enthusiasm. The traffic group is under the general supervision of C. W. Bacon, district traffic superintendent and includes Miss Mabel Christensen, chief operator, Miss Laura E. Merriman, night operator in charge, and twelve other operators. The plant group under the general

supervision of H. R. Green, district maintenance superintendent, consists of W. T. Gilliford, wire chief, William Busch, switchboard repairman, L. H. Newman, station repair foreman, and L. R. Johnson, station repairman.

The Newcastle cut-over was not large in the number of lines involved, but it required the same careful planning, and work by the various experts in all branches of the telephone organization, and the same cheerful coöperation of Commercial, Traffic, Engineering and Plant Forces as involved in a larger cut, so that when the new switchboard assumed its endless burden of public service, it would be perfectly equipped for the work.

PAY STATION PRACTICES EXPLAINED

POSSIBLY many telephone people have wondered or been asked by friends why attendants at public pay stations in Chicago do not complete local calls for patrons as is the custom in some other large cities in this country. Here is the answer as given out officially by the Traffic Department. In order that employees may be informed regarding this particular part of the telephone business and thereby be able to give an accurate and satisfactory answer to this question, the following short description of attended pay station service in Chicago is presented.

Public pay stations are equipped with coin boxes which make it possible for patrons themselves to make toll calls as well as local calls at any time. Where the toll traffic, overflow local coin box traffic or both are sufficient to warrant it an attendant is provided for the busy hours of the day.

In cases where an attendant is present a few booths are provided with telephones not equipped with coin boxes which are used by patrons who desire the attendant to place their calls. When the attendant is not on duty these booths are locked and all calls are placed by the patrons from the booths equipped with coin boxes.

In Chicago at the present time there are twenty-eight public pay stations which are attended by 109 attendants and messengers. Of this total of twenty-eight attended pay stations, eleven are located in hotels. These pay stations are located in the lobbies of the hotels and are used by shoppers, people of nearby concerns, as well as by guests of the hotel.

The coin box stations in Chicago are fifty-eight per cent of the total stations and consequently a large portion of the people are familiar with this service. Experience has shown that a large percentage of patrons prefer to place their own local calls. This is due to the fact that during the busy hours quicker service is obtained than when the calls are handled by the attendant.

It is also true that during the busy hour the equipment can be handled more efficiently and economically by the patrons than by having an attendant and her associated equipment in on each call.

In conclusion, the attendants at hotels in Chicago will complete local calls for patrons as is done in some other large cities if the patron specifically asks for this service, but the company encourages the use of the coin box because it offers quicker and more economical service during the rush hours of the day.

Editor's Note—This is the first of a series of similar articles which will be published from time to time in the BELL TELEPHONE NEWS.

Service Emblems Ordered and to Be Ready Soon



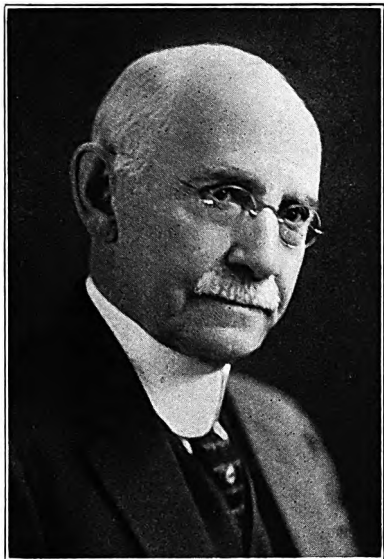
SERVICE emblems of the new design which was voted upon by employees will soon be in the process of manufacture. The order has been placed with a manufacturer and dies are being cut.

O. J. Holbrook Dead

ORRIN J. HOLBROOK, assistant to the vice president of the Illinois Bell Telephone Company, and one of the best known telephone men in the state, died July 27 at his home, 525 Deming Place, Chicago.

Mr. Holbrook had not been in good health for some months and had been away from his desk for several weeks prior to his death, which followed a cerebral hemorrhage suffered Saturday, July 26. Mr. Holbrook is survived by Mrs. Holbrook, one son and one daughter. Funeral services were held Thursday, July 31.

O. J. Holbrook was born October 9, 1854. His early life was spent in Michigan. In 1887, while he was postmaster at Elk Rapids, he became interested in the telephone and ordered two Blake sets. After considerable difficulty he set these up, and made them work. The



O. J. HOLBROOK

telephones attracted a great deal of attention, and at length Mr. Holbrook obtained a switchboard with ten drops. This was the beginning of exchange service in Elk Rapids. Later the Michigan State Telephone Company absorbed the Elk Rapids Exchange.

Mr. Holbrook came to LaGrange, Ill., in 1891 and went into the real estate business. When he arrived he found that LaGrange had no telephone service. He wrote to the Chicago Telephone Company and a representative was sent down to see him. Mr. Holbrook told of his experiences in northern Michigan and a short time later General Superintendent Zueblin called. As a result of these meetings Mr. Holbrook entered the employ of the Chicago Telephone Company in August, 1894, and had he lived a few days longer would have completed thirty years' continuous service. For the first two years he was engaged in right-of-way work, extending toll lines, and other development work. Then he was placed in charge of developing and establishing exchanges. For many years he continued this work, finally becoming commercial superintendent of the Chicago Suburban Division. During this long period he visited every city and village in the division, and probably had a wider acquaintance in this territory than any other telephone official.

Mr. Holbrook is also credited with having established the first farmer telephone exchange in the United States. In October, 1889, he was a guest at the Farmers Institute of Will County and the question came up of giving farmers telephone service, which at that time was unheard of. Mr. Holbrook came back to Chicago, and after putting the matter before General Manager Hibbard and General Superintendent Zueblin, was authorized to go ahead, and in the fall of 1900 the first farmer line exchange was opened at New Lenox, about six miles from Joliet. The directory of October 15, 1900, is a card showing five names. From this small beginning the present large farmer telephone development has grown.

Mr. Holbrook, in addition to being well known to the subscribers and the public, was also very popular in the telephone organization and his death caused profound regret. He was a gentleman of the old school, always willing to oblige, never giving offense, always pleasant and agreeable.

H. F. Hill, Prominent Telephone Leader, Dies Suddenly

HORACE FLEMING HILL, who played an able and courageous part in telephone history and who, through sheer merit and force of personality won recognition as a great leader, died suddenly at his summer home at Green Harbor, Mass., on July 18.

Mr. Hill was born in Boston, Mass., in 1860, and was educated in the public schools. In 1877 he entered the postal service. During his fifteen years of service Mr. Hill rose to the rank of chief clerk of the Boston post office, but realizing that further advancement was impossible unless he took an active part in politics, he resigned from government service.

In 1892 he joined the ranks of the American Telephone and Telegraph Company in New York. In 1896 he was appointed assistant general superintendent of the Long Lines Department of the A. T. & T. Co., and was prominent in the development of what is now known as the long distance service of the Bell System.



H. F. HILL

Mr. Hill was made general manager of the Central Union Telephone Company in 1903, and his headquarters were in Chicago. Later they were moved from Chicago to Indianapolis, and in 1907 Mr. Hill was elected vice president of the Central Union company, retaining also the title and duties of general manager.

In 1911 the Central Group of Bell Telephone Companies was formed, in which were the Chicago Telephone Company, the Wisconsin, Michigan State, Central Union and Cleveland Telephone Companies. Headquarters of the group were established in Chicago, and Mr. Hill was appointed general manager in charge of plant, traffic and engineering work.

A re-arrangement of the group organization was effected in 1912, and Mr. Hill became general manager of the Chicago Telephone Company and the Illinois Division of the Central Union Telephone Company in which capacity he served until April 1, 1914, when he was elected vice president in charge of the operation of the Central Group Companies.

On September 30, 1920, Mr. Hill, then operating vice president of the Chicago and Wisconsin Telephone Companies, terminated his long connection with the Bell System and returned to his former home in Boston.

It is doubtful if there ever was a better known or more universally liked official in the whole telephone field than Mr. Hill. It seemed that he knew almost everybody, whether they were presidents of Bell companies or minor employees in buildings he had to visit. Throughout the territories of the Chicago, Wisconsin and old Central Union Companies, where he was especially well known, Mr. Hill paid a great deal of attention to employee welfare, and in this way became personally acquainted with thousands of Bell System men and women.

There never was a time when Mr. Hill was too busy to drop his work and pass on the merits of some new plan to add to the comforts of the workers. The men and women with whom he worked and whom he helped will long cherish his memory and will carry through their lives the inspiration that he gave them.

Mr. Hill is survived by Mrs. Hill, three sons, Horace F. Hill, Jr., C. Lawrence Hill and Russell Hill, and two daughters, Mrs. L. W. Layton and Miss Katherine Hill. C. Lawrence Hill is assistant construction superintendent of the Illinois Bell Telephone Company at Chicago.

COMMERCIAL SERVICE BUREAU AIDS SUBSCRIBER

Wins Praise by Coördinating Knowledge, Resources and Effort of Company for Benefit of Individual Telephone User

WITHIN the telephone organization there is a group of men who devote their entire time to helping subscribers get more out of their telephone service. These men constitute the Commercial Service Bureau which is located in Room 1301, 212 West Washington Street, Chicago. The bureau has been in operation since January, 1923, and up to the present time has made almost one hundred surveys for some of the larger telephone users. The men engaged in this work have all spent considerable time in the various departments of the telephone organization in order to become acquainted with the functions of the different departments. They know what telephone facilities the company has to offer to its subscribers and are entirely familiar with the manner in which the different forms of equipment may be most efficiently used for different commercial purposes.

A. V. Farr is manager of the bureau and reports to R. M. Noble, general commercial supervisor. The personnel of the bureau consists of F. J. Beseler, D. F. Condon, W. M. Crowley, F. E. Leonard, H. B. Young and P. L. Picot.

The aim of the Commercial Service Bureau is to coördinate through one general point of contact, the entire knowledge, resources and effort of the telephone organization for the benefit of individual telephone users, and to teach the subscriber to co-ordinate within his own organization, the knowledge, resources and effort of his entire organization in effective use of the telephone service as an economic instrumentality in administering and developing his business.

To gain effective and economic use of the telephone service, it is necessary to coördinate the knowledge and resources of both the subscribers and the telephone company's organizations.

Through this work the bureau not only assists the subscriber's organization to function as a part of the telephone operating organization, but it is enabled to function as a part of the subscriber's organization, creating a closer working coöperation. This work is an important step in the intelligent development of sales by the way of the telephone, both local and toll.

Last but not least, commercial service work is one of the most effective forms of public relations contact so far developed.

Few of the things done in this work are new. They have all been done at sometime and some place with a few subscribers by some employees. The viewpoint, only, is new. Equipment and service faults are corrected and a definite impression is given to the subscriber that the company representative not only has the desire and ability to serve but can obtain immediate and effective action.

A commercial service study covers every phase of the subscriber's business with regard to his communication problems. It endeavors to prescribe the proper location and use of existing facilities and senses apparent needs for different kinds of apparatus that would more efficiently care for his requirements. An effort is made to assist in the more economical use of toll and long distance service by making a careful analysis of the subscriber's toll service usage and discussing each individual call with someone in his organization who is in position to appreciate fully what certain changes would mean in the operation of the subscriber's business. This work carries to the subscriber a super-service. The bureau is attempting to show the subscriber that by proper use the telephone can be made to serve many purposes, which, no doubt, he had not previously considered.

At the present time the men of the bureau cover Chicago and the Suburban and Illinois Divisions. To say that their ef-

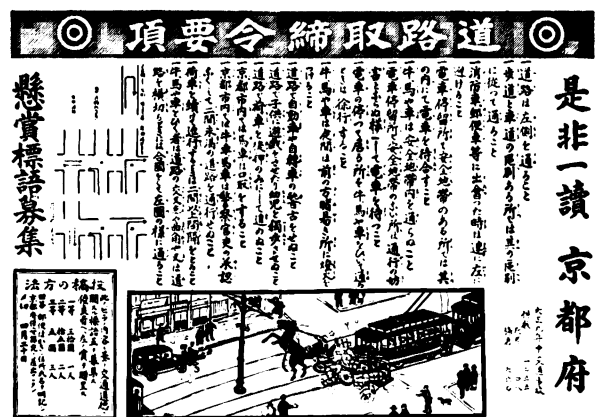
forts are appreciated is putting it mildly. While at first the business men who were approached on this subject had a feeling that the telephone company had an ax to grind, the word is now being passed around that this service is worth a great deal in dollars and cents to the subscribers, and the men who have been making these studies are always met with a glad hand when they have occasion to visit a firm which they have previously surveyed. While there are many commercial firms making business surveys for commercial houses, for which they charge a nice sum, the service which is being rendered by the Commercial Service Bureau is gratis to subscribers. Many letters have been received from subscribers who have been served by the bureau and all express appreciation of and commendation for the work done.

The bureau is a part of the staff organization being under the supervision of the general commercial supervisor. Although it is true that the majority of the problems solved by the commercial representatives are those of large subscribers, this service is also available to any firm using telephone equipment, ranging from single line instruments to the largest installations. It may readily be seen that close coöperation with other departments is necessary in view of the fact that some problems embrace engineering, plant, traffic and commercial features. The commercial representatives have a very keen appreciation of this and are very careful to discuss with the different departments any suggestions which are to be offered before they are passed to the subscriber.

A Japanese Safety Bulletin

AT the rise of the hand of the policeman, stop rapidly. Do not pass him or otherwise disrespect him.

When a passenger of the foot hove in sight, tootle the horn trumpet to him melodiously at first. If he still obstacles



your passage, tootle him with vigor and express by word of mouth the warning, "Hi, Hi."

Beware of the wandering horse that he shall not take fright as you pass him. Do not explode the exhaust box at him. Go soothingly by, or stop by the roadside until he pass away.

Give big space to the festive dog that make sport in the roadway. Avoid entanglement of dog with your wheel spokes.

Go soothingly on the grease-mud for there lurks the skid demon. Press the brake of the foot as you roll around the corners to save the collapse and tie-up.

—(Courtesy Popular Mechanics.)

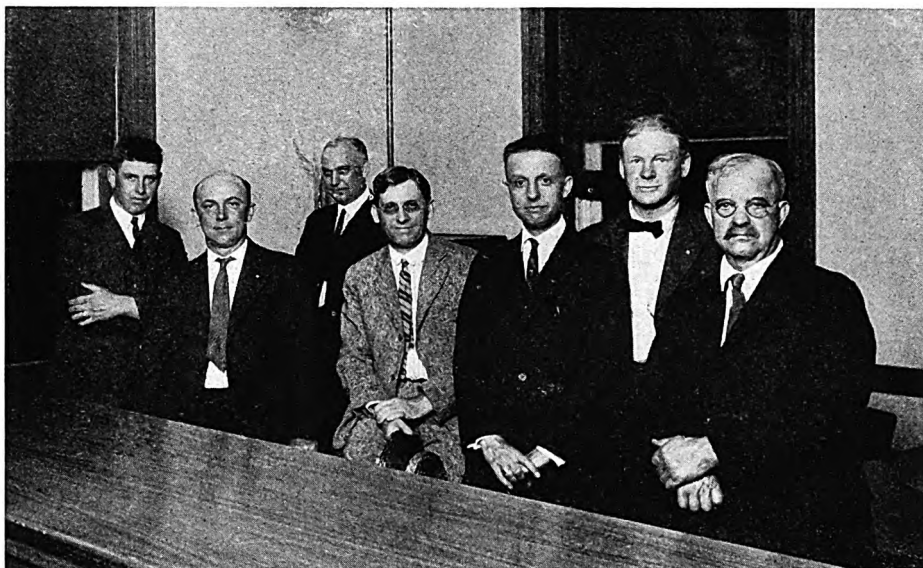
IMPROVED SERVICE FOR LIBERTYVILLE

*New Switchboard Gives Subscribers Common Battery Service,
New Instruments Installed, Outside Plant Improved and Extended*

IN the presence of fifty or more guests, including officials of the company, managers of other exchanges, the president of the village board, Jesse Hyatt, and trustees of the village board, the new Libertyville switchboard serving that city and the adjacent territory was cut-over at 9:40 p. m., Saturday, June 28. The cut was completed successfully without a single break in the service. The first call received on the new board was from Mayor Hyatt who called his home to apprise Mrs. Hyatt that the old switchboard was "dead" for the first time in the many years it has been in continuous service since its installation by the old Lake County Telephone Company. Mrs. Hyatt's father, Fletcher Clark, was the organizer of the Lake County company.

Among the telephone officials and other employees present at the cut were Verne Ray, Chicago plant superintendent; T. M. Bradford, suburban traffic superintendent; C. M. Conway, traffic engineer; H. F. Crunden, General Commercial Department; F. H. Lawrence, Suburban Plant Department; C. T. Ford, district commercial manager; Austin Seguin, district traffic superintendent; Charles Arden, assistant district traffic superintendent; A. R. Andrews, local commercial manager; Miss Cornelia Young, division instructor; H. M. Brown, division equipment supervisor; J. E. Brown, district plant chief; C. D. Ramsey, local plant chief, and others of the company who were interested in the cut-over.

The new switchboard, which gives common battery service to Libertyville and replaces the old magneto board which had been in service for many years, is an eight-position board, type 9C, and together with its associated common battery equipment is installed in the new one-story telephone building on East Church Street. The installation which was started three months ago



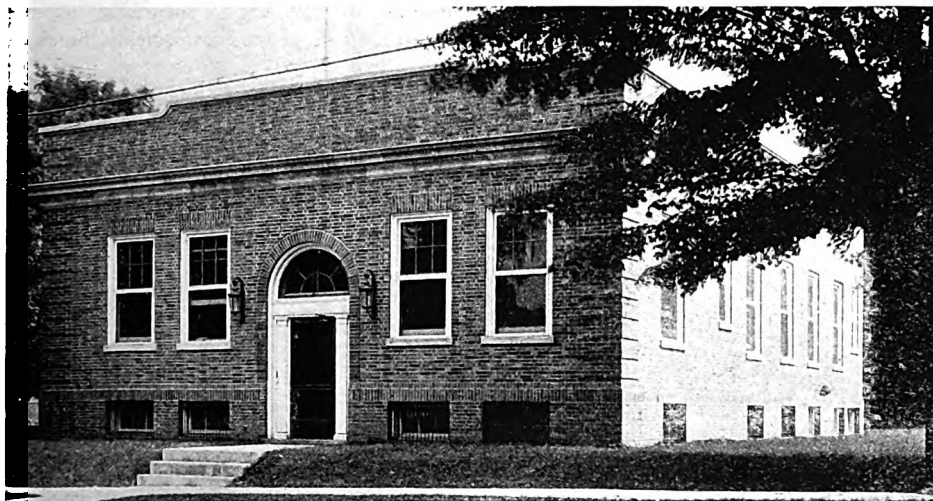
LIBERTYVILLE "CITY FATHERS" ATTEND CUT-OVER
In the picture are W. A. Nicholas, J. N. Bernard, A. R. Andrews, Commercial Manager of the telephone company, J. S. Hyatt, W. Grummit, E. F. Swan and G. B. Mason.

was made by the Western Electric Company. Beside the Plant and Traffic Departments the new building is also occupied by the Commercial Department.

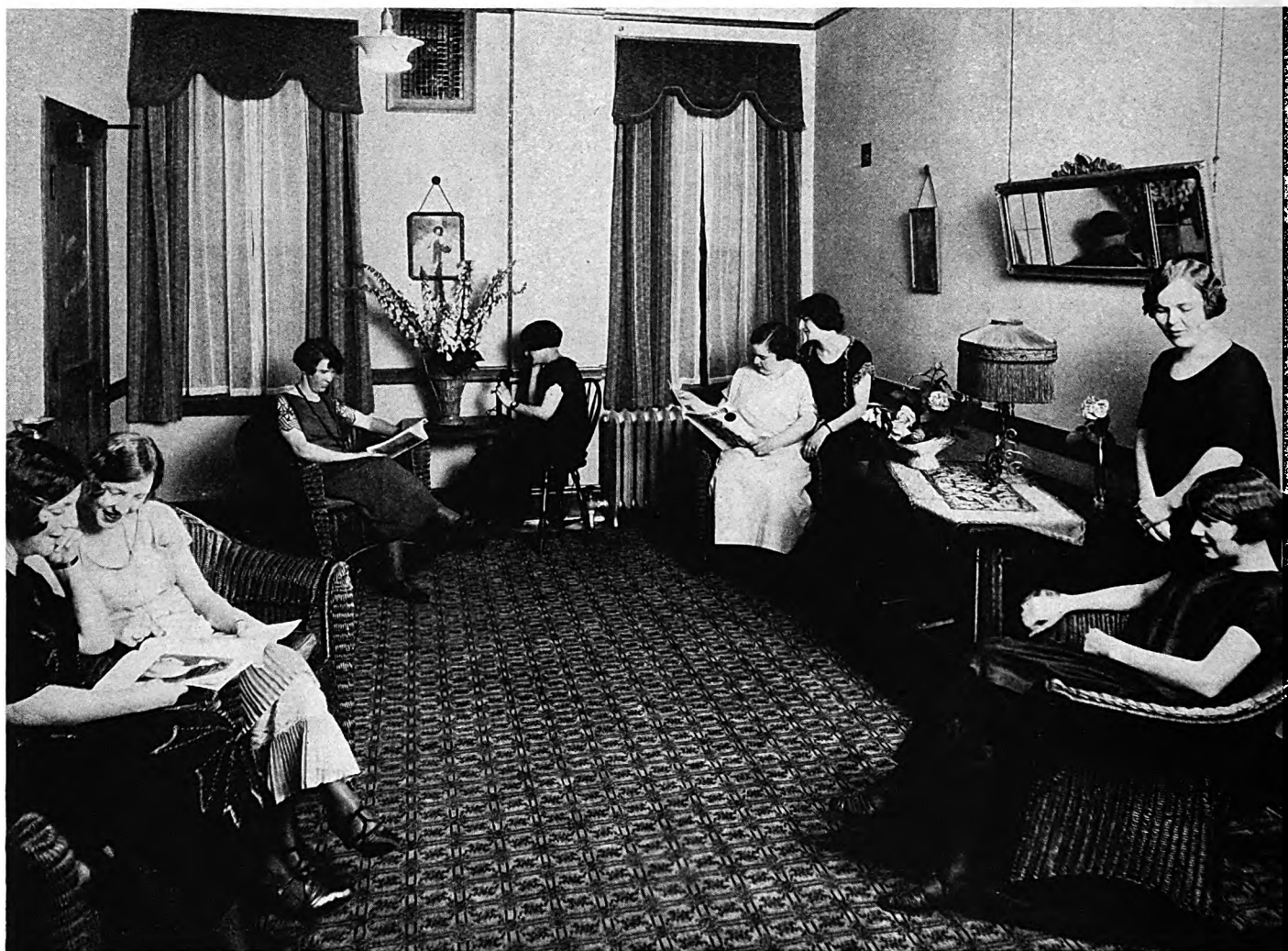
The change from magneto to common battery switchboards also necessitated changes in the outside plant. In fact this was almost completely rehabilitated. Aerial cable was moved from the main street and run up a nearby alley and considerable underground construction work was done. Telephone instruments on subscribers premises were, of course, all of the magneto type and had to remain so until the instant of the cut, so slight changes were made in the circuit of each instrument so that it would function temporarily with the new common battery switchboard until new instruments could be installed.

Plant men involved in these changes include: E. J. Brown, district plant chief; C. B. Ramsey, local plant chief; James Brown, Libertyville wire chief; H. N. Taylor, division equipment supervisor; P. St. Peter, equipment foreman; V. S. Barr, power and light foreman; L. J. Bell and W. C. Dorband, central office inspectors; A. J. Drechsel, equipment installer, and his helpers; A. J. Stanger, splicing foreman, and his crew of splicers; J. Harder, construction foreman, and his gang of construction men; J. E. Rowe, conduit foreman, and his gang; V. O. Skinner and V. E. Lowden, cable testers; and G. H. Larson and G. H. Deitmeyer, outside plant engineers.

Libertyville is well pleased with its new and improved telephone equipment and service. In speaking of the cut-over the Libertyville Register said: "It was a big event. One which marked another step forward in the rapid progress and develop-



THE NEW LIBERTYVILLE TELEPHONE EXCHANGE BUILDING



LIBERTYVILLE GIRLS ENJOY THEIR NEW REST ROOM

The Misses Frances Cole; Marjory Decker; Janet Seybold, Night Operator; Gladys Snyder; Verlie McClain; Edith Snyder, Chief Operator; Elsie Granbois and Marion Slusser think that this is a fine place to spend their rest periods and lunch hours.

ment of Libertyville. * * * The staff are all experts in their line. The telephone operators have been undergoing special training in preparation to taking over the new switchboard. How well they learned their lessons, subscribers realized from the fine service which was given the moment the switchboard was cut into operation.

"A mere glance at the conditions of the exchange convinced us that the plant men and all connected with the equipment of this exchange had done a good job.

"A great deal of credit is due A. R. Andrews, commercial manager, for the staff connected with the local exchange. For the past several years they had been working under considerable handicap with the old equipment which was fast becoming inadequate to meet the demands of the rapidly increasing number of subscribers, and it was only through their deep interest and untiring efforts and team work that our community has enjoyed telephone service which was far above the average."

Says Bobbing Hair Will Not Make It Grow Faster

DON'T bob your hair to make it grow faster! Bobbing the hair for esthetic reasons is quite proper, providing your mother, your husband, or your grandchildren do not object, but says Dr. Herman Goodman in the April *Hygeia*:

"Cutting the hair (table talk to the contrary), does not improve its growing qualities. Under general conditions, it takes a hair about six weeks to grow one inch.

"However, not all the hairs of the scalp, even if uncut, would grow to the same length. On the crown and the back of the head, the hair may grow forty to fifty inches and be not unusually long, while at the sides eighteen inches is generally the limit. In men, of course, such long hair is very uncommon and with the fashion, it becomes increasingly unusual among women."

Dr. Goodman makes another statement, surprising to the uninitiated. The years when the hair grows most quickly, he says, are those between thirty-five and sixty.

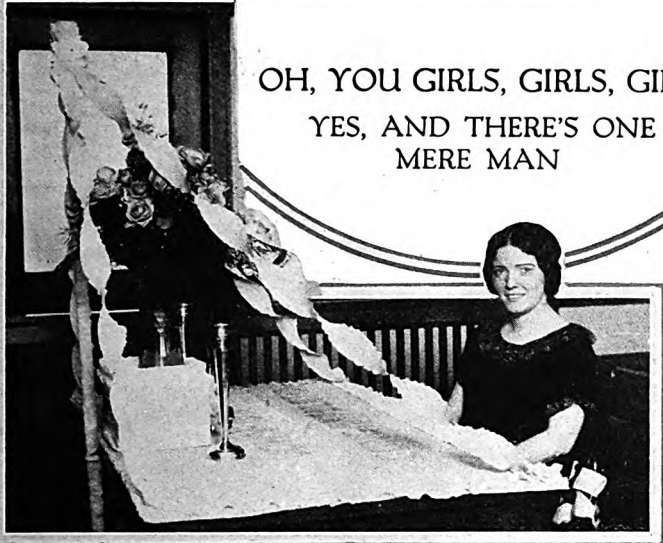
If you find a hair on your coat collar, don't get nervous, this hair specialist advises. The hair is continually shedding and re-growing and in the healthiest of persons a hair grows old, is lost, and a new one takes its place.

Only when the number of new hairs runs behind the number of fallen ones, should one become alarmed. The thing to do then is not to consult the barber, the drug clerk, or the hair dresser, but to go to a physician who can find out the cause of the falling hair and can start prompt treatment to restore the scalp to a healthy condition.

Bell System Uses More Than 9,000 Automobiles.

TWENTY years ago the Bell Telephone System, with much trepidation, tried out one of the new "horseless carriages." Now the motor fleet of the Bell System comprises more than 9,000 cars and trucks.

OH, YOU GIRLS, GIRLS, GIRLS
YES, AND THERE'S ONE
MERE MAN



Miss Ida Flynn, Disbursements Division, Chicago, was married on June 21 to John Cronin. When she left, her fellow employees presented her with solid silver candle sticks.



Smiles from Naperville. In this group of girls at the Edward Sanitarium is Miss Dunlea of Chicago Toll, second on the left. A. J. Flannigan, Traffic Supervisor of the Joliet District is the lone man.

Below—Thirty love? The tennis girls are Jewel Greaser and Anna Mae Weliska of Rock Island.



A District Unit Committee meeting couldn't be merrier than this one held at Naperville. Don't the smiling faces of the girls give complete proof?



Mrs. Lois Anderson, Matron at Rock Island, resigned on July 5.



When the pictures of Traffic Federation Chairmen were printed in the Bell Telephone News, Miss Grace Fellows, Chairman of the Suburban Traffic Unit, was ill and could not have her picture taken.



"Three shingles from the Bell Roof" when faced about show that they are the Misses Frances Van de Ven, "Buddy" Maguire and Nonie Adams of the General Traffic Supervisor's Office, Chicago.

TRAFFIC ENGINEERING NOTES—ILLUSTRATED

IN response to numerous requests from our readers and to increase the circulation of the BELL TELEPHONE NEWS during the drowsy month of August we are providing the attraction of showing a few pictures of traffic engineering folks who have featured on more or less frequent occasions in the WEEKLY SUPPLEMENT. A few celebrities are missing, not through omission on our part but because a modesty heretofore unsuspected caused them to shrink from giving us a photograph when they were warned it would be used for publication. However, enough familiar names appear below to satisfy those not too exacting, and to the readers who feel their curiosity only partially gratified, and who have a lurking desire to meet other celebrities not pictured here, we extend an invitation to visit them at their office just under the roof at 212.



MARION LEIGHTON

Marion Leighton, tennis player of class and bowler on occasion, won three championships this season, the city, western and state. She rules supreme in this section of the country and needs only a few more years of work to cope with the best of them anywhere else.

Bob Lanestrem, hope chest-er, permits us a glimpse of the world famous, oft spoken of hope chest. When Bob first broke into print as a marriage eligible he had only a boot jack, but he has since added, as they appeared on the market, a snuff box, a castor, peacock feather fans, hand painted coal shovels and a stereoscope.

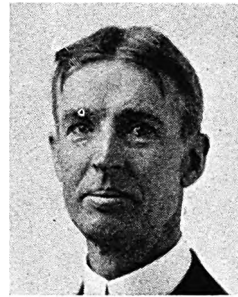


"BUDDY" LOUDEN



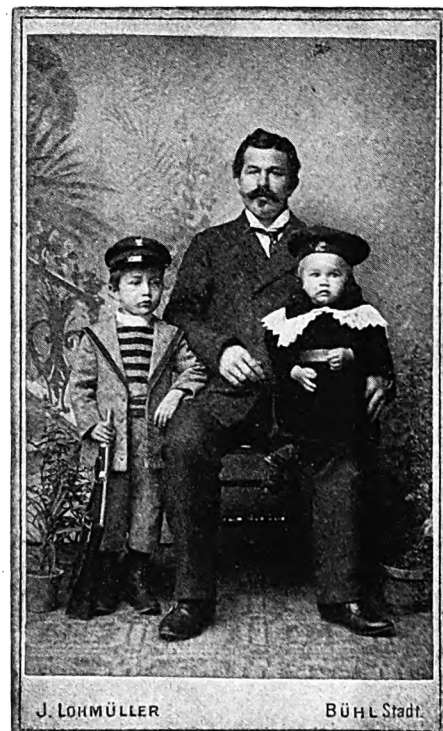
BOB LANESTREM

Buddy Loudon, the golfing kid, is shown photographed in a suit stylish before hitching posts gave way to "No Parking" signs. He was a fair golfer then and he has not gone back one bit.



A. S. R. SMITH

Louise King of the famous King and Burns Bell Revue team is the lady on the right. She is diminutive and nimble and we suspect that a goodly portion of the Oak Theatre was crowded by reason of her name on the bills.

MISS MARY BURNS (left) and
MISS LOUISE KING (right)MIKE BENSON IS THE STALWART TO THE
LEFT

Not having a recent photograph of Boy Scout Mike Benson, we are showing a picture of the little fellow with a harmless rifle. As the photographer was about to snap the trigger of the mysterious picture box, Mike quoted:

"Shoot, if you must,
my dad and me,
But don't scare
Junior off the old
man's knee!"

Subsequent wise cracks by Mike have been quite as topical.

John Wesley Wolcott, king of machine switching lecturers, sitting on his porch at Dedham, Mass., in the original picnic pants. He has less hair now but recently bought more picnic pants.

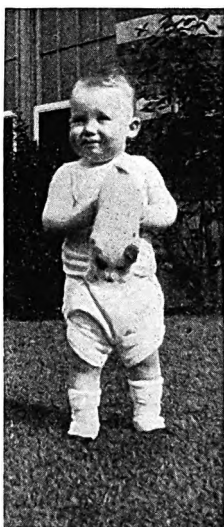


JOHN WESLEY WOLCOTT

Lieutenant Charlie Smith is shown while at camp last summer. His idea of the army is just one round of "K. P." after another; he thinks peeling potatoes won the war. He will sell one gabardine uniform with boots to match at a very low figure.

LIEUTENANT
CHARLES E. SMITH

We feature Charles Cotter Conway, infant son of Charles, the bowler. He is credited with a mania for words starting with the letter "C". He is shown clutching his cunning, curly canine by the hind feet, permitting the pup a peek at the close-cropped courtway.

CHARLES COTTER
CONWAY

Art Kingman, the boy who made bowling a vocal sport. The Outlaw League had for its president this leather-lunged pin-smasher, and if rooting would win bowling matches, the Ideal League would have found itself sunk.



ART KINGMAN

Pearl Limber plays tennis on the roof, not so frequently as when Helen, the Sketch Class Model, was with us, but often enough to keep in trim to beat anybody except Marion.



PEARL LIMBER



C. ALBERT PERZ

feel chagrined to think he was left out, but he only smiles and says it was a "forgivable error.")

C. A. Perz, us, we and I, C. A. P. (Editor's Note:—It probably is expedient to explain now that the time not required to write these notes is employed by Mr. Perz in preparing traffic recommendations for private branch exchange switchboards. This photo would have fitted in nicely with last month's story about the S. W. Straus job, in which C. A. P. had an important part. We

The Engineer

Listen to me, just a moment please,

You folks who drive a car,
Who think my life is one of ease
And move without a jar.
I pull a limited train you know,
A thousand tons of steel,
Swift as an arrow from the bow,
Along my path I wheel.

Do you ever give me a single thought?
Do you think I have no fear?
Don't you know my very nerves grow taut,
When a speeding car draws near?
Time after time, I've held my breath,
My heart atremble with fear,
As I've seen a driver flirt with death
With those he holds most dear.

I've seen the look of despair on a face,
I've heard the moans of pain
Of those, who ran a losing race
With my swiftly speeding train;
I've felt the engine leave the rail
As she struck a passing car,
I've lain for weeks upon my back—
I've even glimpsed the gates ajar.

And as I returned from the shadow of death,
In anguish, and in pain,
I muttered a prayer beneath my breath,
For the fool who raced a train.
Please use the brain, the eye and ear,
The sense the good God gave,
And save yourself, and the engineer,
From grief or an early grave.—*Exchange.*

MOKENA, CENTER OF FARMING AND DAIRY INTERESTS

*Near Chicago, a Ready Market,
It Supports a Large Milk Depot*

JUST a little way out of Chicago, on the Rock Island Railroad is a town called Mokena, not a very large one—but the best paintings are not always the biggest.

The name sounds as if it might have been that of some Indian princess, but that does not matter for Mokena is not an Indian village but a farming center and of the type of prosperous community which makes the bone and sinew of our country.

Here everyone knows everyone else, and the community interest is manifest at every turn.

The farming and dairy interests constitute the principal business of this town, whose proximity to Chicago will always furnish a ready market for produce of all kinds. A large milk depot beside the railroad tracks gives evidence of the extent of the dairy industry in the surrounding territory necessary to support an institution of such size.

The telephone exchange at Mokena looks after the needs of about 125 subscribers, the greater number of whom are served by what are known as "farmer lines."

If, at any time, you have the good fortune to be able to spend an hour in Mokena, be sure to look up Willis Knickerbocker. You will have no trouble in locating him, for everybody knows him.

Mr. Knickerbocker is a telephone pioneer, for he was the first manager of the New Lenox Exchange, having cooperated with W. R. Abbott and O. J. Holbrook in getting about thirty subscribers for a start. That doesn't sound like much in these days, but thirty years ago acquiring thirty new subscribers was quite an achievement.

Mr. Knickerbocker is ninety-two years of age, marvelously hale and hearty, and still retains an active interest in the scientific side of the telephone business. Up to date? What better proof would you need than the fact that he builds his own radio sets, and gets an everyday thrill out of life? The moral is—might be—build a radio set of your own and keep interested in your work if you would live long and be happy.

Make Radio Aerials Safe

"HOW many of you employees have a radio outfit in your home?" asked a member of the Accident Prevention and Health Betterment Committee recently. "Most of you, probably," he continued, "and many of you are proud of the fact that you, yourself, or your boy, made it and put it up, aerial and all, without any help. And you should be proud. But right here, we run up against a problem that is not only a serious, but a hazardous one—one that our old friend Ben Franklin never dreamed of—the hazard of running aerials over electric light or trolley wires.

"No doubt you have read in the newspapers of a number of cases which have resulted fatally from pulling aerial wires across high tension power wires, resulting in severe burns, or in many cases, almost instant death. In a recent case, where the aerial wire came in contact with the service wires on top of a roof,



WILLIS KNICKERBOCKER
He was the first manager of the New Lenox Exchange. Even with his ninety-two years he has keen interest in life and builds his own radio sets.

a young lad received a shock and was thrown from the top of roof to the ground and killed.

"There have also been cases where the aerial appeared to be of sufficient distance from high tension wires, but when a storm occurred, one end of the antenna became dislodged and was blown over the high tension wires. Measure the distance between the nearest point of the aerial and high tension wire and make sure there is no possibility of this occurring. Make all connections secure, doubly secure. Aerial masts cannot be held up with pins. Use bolts and braces.

"The general manager of a rather large electric light and power company in the middle west, said 'for months past, an average of one boy per day was burned or worse, by getting his radio aerial mixed up with power lines. The electric companies are not

in any way to blame for this. Their construction is generally of the best; they comply with all the wiring rules and city ordinances. The boys, unknowingly in most cases, broke the laws and put up the aerials or tied them over high power lines with serious or fatal results. The rules governing the installation of radios call for safe construction. They are frequently ignored. Young America pays the price, and the home circle mourns the loss, or perhaps Johnny or Billy struggles through life minus a few fingers or with a useless hand.'

"If you love your boy, it is better to pay for a good, stout pole, set in your backyard, than to take chances on his life by depending upon the stability of an old stick tacked up on the roof of the house with wires tied to it with a cotton string.

"Be sure to warn the fellow who has made known his intention to make changes in his aerial or erect a new one. See to it that it is being done under the guidance of someone experienced who may safeguard him against the dangers which have proven so fatal to many young boys."

London to Test Coin-Box Booth Telephone Plan

COIN-BOX telephones with slots for nickels, dimes and quarters have long been a commonplace feature of American telephone service. In England, however, they are only just being introduced into general use, and are regarded as a great novelty.

"Within the next few weeks," says a recent article in the *London Daily Telegraph*, "there will be installed in London an automatic telephone call-box which will take both copper and silver coins, and will enable telephone users to converse over far greater distances than has hitherto been possible without the necessity of going to a public call office." The *Telegraph* adds, that, "should the experiment prove a success, it is intended to extend the use of the multi-coin-box at unattended call offices to permit the passing of long distance trunk calls and telegrams."

These are not the only convenient features of telephone service which Americans have enjoyed for years, but which have not been offered by the Post Office telephone system of Great Britain; and there are more telephones in operation to-day in New York City alone than there are in the entire Kingdom of Great Britain and Northern Ireland.

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ILLINOIS BELL TELEPHONE COMPANY

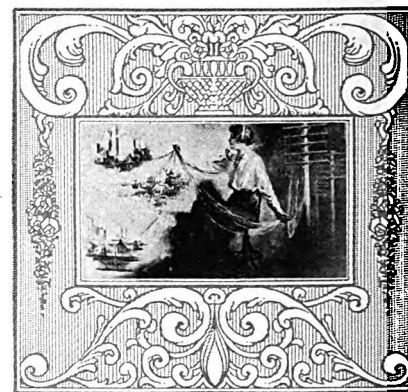


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AMORY T. IRWIN, Editor

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President Coolidge's Son is Dead!

THE NATION, grieved to learn of the boy's heroic suffering and tragic death, was shocked beyond belief to know that his death had come from blood poisoning caused by the infection of a tiny blister rubbed on his right foot during a tennis game.

Hard as it is to realize, a little blister can easily become infected if it is not given immediate and proper care.

Difficult as it is to comprehend, a scratch, a cut that may not even bleed, a bruise, a pin prick, the puncturing of the skin by a sliver, may infect the blood and body tissues and bring intense suffering, terrible death, or, what is worse, the life of an invalid or cripple.

The death of Calvin Coolidge Jr., will not have been in vain if it has brought home to the American people the great lesson that poisonous bacteria are ever present, eager to get a foot hold in the human body and lay waste to it with ravaging disease.

* * *

By-Product Values of First Aid

IT REQUIRES the exercise of some will-power and self-control to study first aid and pass the necessary examinations when there are so many counter-attractions to allure men. When a man so devotes his time, despite these counter-attractions, he is developing his character by exercising his will-power. This may not be clear to him at the moment, the process is so gradual, but it becomes evident at the close of the training season.

There is, of course, a selfish interest in first aid in that knowledge of it is required of any plant man seeking advancement. Our business is not a hazardous one, considered broadly, but accidents do happen. It is important, therefore, that one's fellow workmen, who naturally would have the desire to render assistance, should also have the knowledge of how to make that assistance most effective.

"CALLS TO BE COMPLETED"

1. Every employee and every subscriber a stockholder.
2. Complete coöperation between every department and every person.
3. Harmonious public relations. Remember—You represent the company to the public. Be courteous.
4. Make "Accident Prevention" your slogan.

The study of first aid not only gives this knowledge but, incidentally, teaches a knowledge of the anatomy of the human body. With this knowledge comes naturally a desire to care for one's health, likewise a desire to avoid accidents. First aid knowledge is desirable, but it should lead to accident prevention, just as care for one's health should prevent or minimize disease.

The public relations value of first aid is not inconsiderable, and that is one of the reasons why these demonstrations are encouraged. Our plant men find occasional opportunities to apply this special knowledge to persons who are not employees. Whenever this occurs, the satisfaction felt at thus being able to help is in itself compensation for all the effort expended in acquiring the requisite knowledge. But the incident has an even wider bearing. It reacts most favorably upon the company, also, in the respect and good-will which are reflected.—*Telephone Topics*.

* * *

Live and Learn

IN RUSSIA, the land of greatest experiments in communism and public ownership, government operation of industry has failed by reason of its own deadly inertia.

It is stated that private industry and initiative has recaptured eighty-three per cent of the country's retail trade, simply by reason of better service, better prices and more efficient management and economy.

The stores established to serve the people "at cost—without profit," failed to render service and supply goods and commodities to consumers.

It is the old experience witnessed throughout the ages, what is everybody's business is nobody's business. Without profit there is no incentive to render service. Where service is eliminated, costs rise to unreasonable figures.

OPERATORS AID IN EMERGENCY AMBULANCE CALLS

Plant and Traffic Employees Praised for Courtesy and Services to Subscribers

ON the morning of June 30, at 9:20, O. H. Berz of Chicago received an emergency call for thirteen ambulances to be sent to Eighteenth Street and Western Avenue at once. He immediately sent his own three ambulances and got into telephonic communication with other operators of ambulances on the West Side. He obtained the needed ambulances in less than ten minutes. The next day in a letter written to the telephone company he gives high praise to the operators at West Office who aided him in his emergency telephoning of the day before.

Many letters praising the service given by operators have been received by the company from subscribers. Mrs. Selma Schmidt, a Kedzie operator, was praised for the service she rendered J. Klein, manager of the Acme Concession Company. Miss Marion Kiefer, an information operator, was commended for her courtesy to S. R. Harris and Company. Mrs. C. Schoenecke who signs herself as "a stockholder in the telephone system," expresses her satisfaction at the service she and her husband have received respectively from Miss Margaret Craven, an Oakland operator, and Miss Katherine Piepho, a night operator of Lafayette Office. John T. Gelhardt of the Greater Suburban Realty Company, Chicago subscribers, writes, "we have unusual high class service and I doubt that it could be possible to improve our State Exchange." A letter from Miss Jeanette Brown of the Boyles Candy Publications, Chicago, tells of the "wonderful service and coöperation" the subscriber received from Miss Lottie Williams, a long distance operator, on a call to New York. E. J. Campbell, office manager of the Chicago Auto Parts Company writes, "I again have occasion to call to your attention the fact that service on YARDs 5670 is very good." He then states that he made a number of calls that morning "without a slip on the part of operator 1763." Miss Cecelia Mosiej handled the calls.

Other letters have been received from pleased subscribers expressing appreciation of the work done by men in the Plant Department. Frederick W. Schaub of the Review Publishing Company, publishers of *The Decatur Daily Review*, writes his thanks for the prompt installation of an emergency telephone in the office of the newspaper. B. S. Garvey, vice-president of the telephone company, received a letter from Lybrand, Ross Brothers and Montgomery, Chicago accountants and auditors, telling of the "excellent service" received on a recent move of the firm's P. B. X. The move was made over Saturday afternoon and Sunday under the supervision of Martin Ingalls, P. B. X. station installation foreman. He is mentioned in the letter as the "only man who served us in any capacity in connection with the moving of our offices who did not cause us trouble of some kind." Miss Ruth E. Johnson, wire chief's clerk at Lakeview Office, has been thanked in a letter from Mme. Elizabeth Maurice for the part she played in aiding the subscriber and a friend of the subscriber on two occasions in connection with an out-of-order report. Donald H. Powell of the Equitable Life Assurance Society tells in a letter that he was greatly pleased with the installer who made some changes in the telephone in his home. F. E. Bales is the installer who made the changes.

A Square Deal for Public Utilities

IN the financial columns of *The Chicago Daily News* attention has been directed repeatedly of late to the remarkable change in the attitude of the investing public toward the securities of public utility corporations. This change is not local, but national.

Economic writers everywhere are discussing its causes and its exact significance.

To be sure, the abundance of capital available for investment has simplified the problem of refunding obligations that bear high interest rates and has facilitated the financing of improvements and extensions of the utilities. But this does not wholly account for the change. Legislatures and state utility commissions have modified their policy toward public utility corporations and are disposed, as a rule, to treat them with fairness. Where confiscation of moderate earnings has been threatened or attempted by stupid or designing politicians, the courts have intervened and accorded the utilities adequate protection.

Moreover, after a decade of uncertainty and litigation the courts, federal and state, have developed a tolerably consistent and clear body of principles applicable to utility rates, services and valuations. Confusing diversity has been replaced by substantial uniformity. The utilities know what to expect and the investors know how much protection and of what sort, they may count on receiving.

Finally, another factor, and one of increasing importance from every point of view, has been the excellent idea of "customer ownership" and employee ownership. Strangely enough, what is called customer ownership is only a decade old. In Chicago its growth has been more rapid than in many other quarters, but it will spread faster when its basic principles and wholesome effects are more generally understood. Customer and employee ownership of utility securities means, essentially, that many persons otherwise directly concerned in the sound management and stability of the utilities have invested money in them. There are many good reasons why persons who use gas, electricity, telephones or transportation facilities should buy the securities of ably managed companies that sell those essential services to them. The employees of such companies, likewise, should be part owners of them and thus have a voice in their management.

In such circumstances purely political assaults on utilities are not likely to enlist much public support. Lawmakers and administrative regulars find the atmosphere unfavorable for arbitrary, oppressive or reckless measures. On the other hand, the short-sighted and greedy elements in utilities management finds its occupation gone and its policies decidedly unpopular.

There are profitable lessons in the altered public utility situation for the carriers of interstate commerce and for congress.—Editorial in *The Chicago Daily News*.

Be The Best—Whatever You Are

If you can't be a pine on the top of the hill,
Be a scrub in the valley—but be
The best little scrub by the side of the hill,
Be a bush if you can't be a tree.

If you can't be a bush, be a bit of the grass,
And some highway some happier make;
If you can't be a muskee then just be a bass,
But the liveliest bass in the lake.

If you can't be a highway, then just be a trail,
If you can't be the sun, be a star,
It isn't by size that you win or fail;
Be the best of whatever you are.



Telephone Pioneers of America

CHARTER OF

Theodore N. Vail Chapter No. 1

Bernard E. Sunny
William J. Boyd
Elbert S. Drew
William E. Bell
Sherwood J. Larned
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Frank Redmund
Alfred R. Bone
Albert W. Allen
William J. Maiden

And to Your Fellow Petitioners

GREETING:

RECOGNIZING special trust and confidence in your loyalty to the telephone service and your devotion to its ideals, and in recognition of your valuable participation in the development of the telephone art, and in order to support and uphold you at all times in your purpose to maintain the highest traditions of our association, the Telephone Pioneers of America has incorporated and established you, and such others as you may elect and associate with yourselves in conformity with the laws of Telephone Pioneers of America, into a Chapter of said Association to be known and called the

Theodore N. Vail Chapter No. 1 Telephone Pioneers of America

and has granted unto you and your successors all the powers, privileges and benefits thereunto appertaining in as full and ample a measure as the members of the other and existing chapters from time to time enjoy; at the same time enjoining upon you in the organization and conduct of the chapter, and as a condition to the grant and continuance of this charter, compliance with the constitution and by-laws of Telephone Pioneers of America.

In Witness Whereof, we, the President and Secretary of Telephone Pioneers of America, have hereunto set our hands and affixed the seal of said Association this 7th day of July, 1922.



John D. Carls
President

Harriet M. Binmore
Secretary

TELEPHONE TRAIL BLAZERS WITH AUGUST SERVICE RECORDS

Frank E. Leonard
August, 1882—42 Years

READ the headline again—"forty-two years." According to the records, Mr. Leonard came pretty close to getting into the business ahead of Mr. Bell. Not quite, of course,



FRANK E. LEONARD

but forty-two years is a long time. Frank entered the business in his home town, Cincinnati, Ohio, working for the City and Suburban Telephone and Telegraph Company.

In those days Mr. Leonard was a lineman and that included all kinds of duties, from soliciting new business to collecting for old. Specialists in the telephone field were then unknown. The company for which Frank worked as a boy was one of the first to affiliate with the Bell organization.

Mr. Leonard went to New York City and worked for the Metropolitan Telephone and

Telegraph Company. This was from 1881 to 1885, after which he went with the American Telephone and Telegraph Company, serving as their first wire chief in New York City. This was when the original experimental telephone line was strung between New York and Philadelphia.

He then went with the New York Telephone Company for a few years, until about 1892, when he went back to the American Telephone and Telegraph Company, taking charge of the construction of that part of the New York-Chicago line between Altoona, Pa., and Cuyahoga Falls, Ohio. His headquarters were at Pittsburgh, and in 1893 he went with the Chicago company. The following year he was transferred to the Rocky Mountain Bell, now the Mountain States Telephone and Telegraph Company where he remained until he returned to Chicago, which was in 1912.

Mr. Leonard is justly proud of his record, and quite as proud of the fact that he has a son Jack who is superintendent of traffic at Helena, Mont.

Mr. Leonard is at present actively engaged in the work of the Commercial Service Bureau in Chicago.

Albert Powers Allen
August, 1890—34 Years

The well known initials A. P. not only stand for Albert Powers, but also "Another Pioneer"—A. P. Allen. In August, 1890, the Bell System took on Mr. Allen "for a consideration" and since that time he has persistently avoided the idea of resigning. Thirty-four years should make him a pioneer as well as a trail blazer, and it does.

He was with the Long Lines thirteen years; eight years with the Central Union, and since 1911 has been with the Central Group, Chicago and Illinois Bell companies.

When he was with the American Telephone and Telegraph Company, or Long Lines Division of to-day, his work was along plant lines, installing and maintaining long distance switchboards, cables and stations. From 1898 to 1902 Mr. Allen reported to the general superintendent in New York and responded to the title of general inspector with supervision of all equipment in the Long Lines System. He spent one year in traffic engineering

work and for eight years was traffic engineer for the Central Union at Indianapolis. This was right after traffic engineering was set up as a separate branch of the work.

When the Central Group of five states was created, Mr. Allen became their traffic engineer and when the organization dissolved he was made commercial engineer for the Chicago company, which position he now holds for the Illinois Bell.

Mr. Allen is a bachelor of science in mechanical and electrical engineering.

He "pioneered" the long distance service into the middle west and personally cut the wires into Chicago, Indianapolis and Cincinnati, after installing the first long distance boards in those cities.

Mr. Allen claims the distinction of being the first person to talk over the telephone from Chicago to New York and Boston in October, 1892.

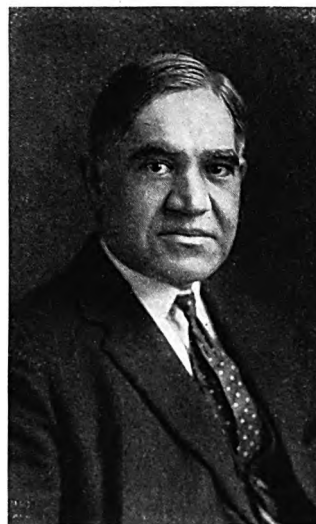
He joined the Pioneers when they first organized in 1911, never misses a convention if he can help it, and is the chairman of the Entertainment Committee for the October Pioneer meeting.



ALBERT POWERS ALLEN

Timothy J. Conlon
August, 1894—30 Years

It was back in 1894 when Tim Conlon came to work for the telephone company as a student repairman in Main Office. He fussed around the switchboard for a while and soon caught on to the work. This was under the tutelage of Jim Allen whom the old timers will remember well. Tim worked nights for about two years and started in on the test desk at Main Office.



TIMOTHY J. CONLON

name implied—a mystery.

To the most of us, who have perhaps recently come into the business, it may be hard to conceive of the time—twenty to twenty-five years ago—when the Toll Department was not doing enough business to warrant putting on a night man for repair work and on this account Tim had to work many a night and nearly every Sunday.

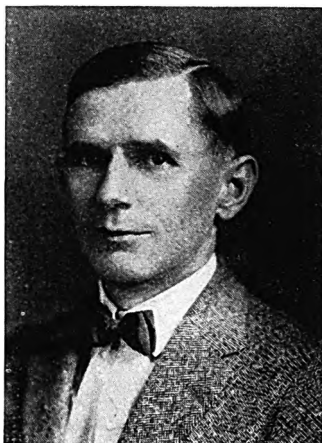
About this time the Toll Department was showing signs of real life and progress, and Tony Wix persuaded Mr. Conlon to come over into his department.

Lots of new things were being developed about this time—among which was the "phantom" circuit which was first tried out in Chicago. To-day the phantom circuit is in general use, in fact is common place, but when Tim Conlon began his telephone experience the phantom circuit was all that the

When the new Toll Building was erected on Franklin Street the department moved to the second floor. It is now about five years since they last moved up to the third floor the test board where Tim holds forth. This is quite an imposing affair, about seventy-five feet in length. Somewhat different from the little two-position test board that used to be on the seventh floor of Main Building, but Tim says that it is a measure which shows the enormous growth of the toll business since he came to work thirty years ago.

Fred R. Jarboe
August, 1901—23 Years

Fred R. Jarboe began work for the Cumberland Telephone Company at Huntingburg, Ind., under W. C. Drysdale in 1901 as repairman and worked in that position and as agent and manager until January, 1909, being located in nearly all of the Cumberland points in Indiana and Illinois.



FRED R. JARBOE

While in Shawneetown in 1907 a flood came down the Ohio River forcing all the natives to seek the second floors of their homes and business houses. "Jack" Harper, then division wire chief, ordered Fred to take his "outfit" including several operators and repairman, to the hills. Everybody stuck to the job of giving telephone service to the few working telephones. The employees were forced to stay in the second story of the office for six weeks until the water receded. For this act all the employees were "cited" by the citizens and the general manager of the company.

Fred was forced to leave the Cumberland company at Shawneetown on account of sickness due to exposure and was for a little while located at Oakland. In 1910 he accepted a position as local manager at Carrollton, Whitehall and Roodhouse. This property was sold in 1920 and he was transferred to Centralia, where he is now.

Miss Mayme T. Goodwin
(Mrs. Fennell)

August, 1902—22 Years



MISS MAYME T. GOODWIN

August 18, 1902, was a big day in the life of Miss Mayme T. Goodwin, for it was on that day she became a member of the Bell family and entered her telephone career as a toll operator.

Twenty-two years of toll operating, recording, supervising and observing have given Miss Goodwin an inside picture of the lives of the subscribers whom telephone folks work to serve. She was at the toll board when the Iroquois Theatre burned and when the *Eastland* was sunk, and helped to put through calls of cheer and messages of grief to anxious relatives and friends.

"In those days," and Miss Goodwin smiles when she thinks back over the first years of her service, "there were few subscribers and the toll girls learned to know their calls. Every morning the commission men would put in their calls, and before very long, the girls knew the lists of customers by heart. Then at Christmas time, the commission men would send over barrels of apples and oranges that were placed near the door so that we girls could take some fruit on our relief periods.

"Those were the good, old days when all of us operators wore shirt waists and skirts. In our office there was keen rivalry to see whose blouse and skirt looked the nicest. Many a time I'd decide not to wash my blouse at night, and then, after I had gone to bed, change my mind and get up to launder it. The girls looked mighty nice, too."

Miss Goodwin was married last summer to Thomas Fennell, but she stayed with the telephone company.

Accident Prevention in the Home

"WE are likely to think of the accident prevention field as being primarily in the workshop, on the railroad, and on the highway, but accidents in the home are numerous and are responsible for an astonishingly large number of fatalities, particularly to the women and children," according to a recent statement made by a prominent member of the Accident Prevention and Health Betterment Committee. "We all spend a considerable portion of our time in our homes, and the subject of accident prevention therein is a matter of general and real importance. Common causes of accidents include:

Ladders

"Almost every home has a step ladder. Frequently these are of poor design, in so far as strength is concerned and not rigid. They do not have strong metal spreaders, and generally speaking, a person takes a chance every time he climbs such a ladder.

"Persons are not infrequently killed by falling as small a distance as four or five feet. In industry, the ladder is about the most dangerous device, and the same thing is unquestionably true in the home.

Chairs and Stools

"Standing on a rocking chair and on cane seated chairs for purposes of hanging pictures has been responsible for many serious falls. Using a stool that does not have the feet spread in every direction is likely to cause one to upset. Standing on boxes and on heads of barrels frequently has caused injuries.

Stairs

"Falling down stairs is one of the most common and serious accidents in homes. Stairs are frequently dark, handrails are either not provided or are not used, sometimes stairs are so steep as to be dangerous, but the chief trouble is due to slipping on some object, such as a piece of runner, a toy, and occasionally, the cat.

Slipping

"Many are hurt by slipping in bathtubs, particularly when getting out of them. Older people, whose bones are more brittle and who are less able to withstand shock, are frequently killed in this way.

"Waxed floors necessarily are slippery, and small rugs not fastened down on such floors are likely to slide away under persons' feet. Rubber heels are a great help to avoid slipping in the average home.

Tools

"The average home contains a very considerable equipment of tools and knives and other devices which have sharp edges and which can cut older people, as well as children. Tools should be hung up or placed in racks, and particularly should one avoid having a mixture of sharp knives and other devices in drawers of tables."

COOL SILK FROCKS ARE IDEAL FOR TRAVEL OR STREET



Miss Elsie Rek of the Lawndale Office, wears a crêpe de Chine frock printed in smart tan polka dots; with scarf to match, \$25. Her tan felt hat trimmed with brown moiré ribbon is \$12, and her colonial pumps with buckles, \$11.50.



Miss Emily Skalla of the Lawndale Office, wears for the week-end trip a black roshanara "Oliver Twist" frock, \$35. Her French blue felt tri-corn is \$8.75, her fancy cuff silk gloves, \$1.75, and her smart patent leather pumps, \$12.50. The trim over-night bag is \$21.



Miss Rose Citron, operator at the Crawford Office, poses in a stunning black and white striped crêpe tailored dress, \$45, and a felt hat featuring the new high square crown, \$10. The modish strap sandals are \$13.50, and the sixteen-rib black silk umbrella is \$6.

Photographs and costumes by courtesy of Marshall Field & Company



J. Vraneck

R. A. Helsten

James Porges

Stanley W. Henderson

H. E. Pennington

SUBURBAN PLANT MEN WHO HAVE MADE LARGE A. T. AND T. STOCK SALES TO THE PUBLIC

Suburban Plant Men Make Big Stock Sales

THE champion salesman of the Suburban Plant Department for the number of A. T. & T. stock sales is Jim Porges, supervisor of the Plant Record Section. Since the campaign started early last year, he has enlarged the roster of A. T. & T. stockholders to the extent of ninety-eight for a total of 159 shares. During a period of three weeks Jimmy established the enviable record of making thirty-two sales, involving fifty-four shares.

Other members of the Suburban Plant Department who have done noteworthy sales work are: H. E. Pennington, thirty-nine sales, eighty-one shares; S. W. (Hope) Henderson, twenty-seven sales, thirty-four shares; R. A. Helsten, twenty-six sales, 130 shares, and Joe Vraneck, the boy who goes after the big ones, seven sales, 209 shares.

Exchange Repairman is \$10,000 Stock Salesman

DURING the past month one other employee of the Chicago Plant Department, H. F. Waltman, an exchange repairman in the North Division, reached the \$10,000 stock salesmen class with a total of 129 shares of A. T. & T. stock sold. This makes a total of twelve Chicago Plant men who have reached and passed the \$10,000 at par mark in the A. T. & T. stock redistribution campaign. Together these men have sold a total of over 2,000 shares. Other \$10,000 stock salesmen include Sylvester Donahue, exchange repairman, 509 shares; Samuel Bowsher, supervisor, Construction Division, 245 shares; A. G. Gillespie, supervising foreman, Equipment Engineering Division, 185 shares; A. C. Schroeder, dispatcher, 156 shares; T. E. Freeman, supervisor, Equipment Engineering Division, 120 shares; J. B. Estaver, test man, 118 shares; J. M. Miller, exchange repairman, 118 shares; M. R. Bauer, chief clerk, 112 shares; J. T. Luby, engineering assistant, 111 shares; F. B. Allen, wire chief, 109 shares; G. W. Noe, supervising inspector, North Division, 105 shares.



H. F. WALTMAN

Yearly Tree Trimming Job Eliminated

FOR several years past, approximately four weeks have been spent each year by a section lineman, a helper and a car, in trimming, removing and burning the brush from approximately 300 willow trees, averaging two feet in diameter each, the foliage of which interfered with the giving of good telephone service. These trees are located between poles Nos. 680 and 725 on the Chicago-Dixon toll line, immediately east of Rochelle.

In discussing the trimming of these trees with the farmer owner, Joe Lewis, section lineman of Rockford, suggested that the trees, if cut up, would make good cord wood. This idea appealed to the farmer, who stated that he would cut down a few of the trees when he had time. Mr. Lewis, anxious to get the trees removed, offered to cut them down provided the owner would care for the wood and brush. To this, the farmer agreed. After the job had been started, the owner did more than he had agreed to do, and besides taking care of the brush and the wood, cut down over half of the trees with his own help. Mr. Lewis and his helper cut down the remaining trees. The total expense to the company amounted to 187 man hours and sixty-four Ford truck hours spent in removing trees. This was much less than had been expended annually for a number of years past to obtain a good trimming job. The stumps of the trees have now been killed, and no further trimming will need be done in this section.

The Motorists' Ten Commandments for Greater Public Safety

1. If you don't care for yourself, think of the other fellow when you have a desire to speed.
2. Never back up, turn, stop or start without signalling your intentions. There may be someone directly behind you.
3. You never know which way a child may turn. Go slow past schools.
4. Never shift gears on a railroad crossing. You may kill your engine and who knows who else?
5. Always be sure your brakes are in good condition.
6. Always stop and look both ways before crossing car tracks.
7. Never park your car along a main traveled highway without leaving ample room for others to pass.
8. Never let your spotlight shine in the eyes of an approaching driver.
9. Don't rely on the other fellow to be careful. He might disappoint you.
10. Exercise all precautions at all times. It's better to be a careful driver than a sorry one.



Mr. and Mrs. Howard Lammers, Peoria, were married on May 21. Mrs. Lammers was formerly Miss Mary Kelch, Chief Operator at Bluffs Office, Peoria.

BLUE BELL BRIDES AND BRIDE- GROOMS



George S. Hall and Miss Beatrice Martin, both of the Engineering Department, Chicago, were married on June 18. The department presented the Halls with a beautiful set of silver, together with best wishes for future happiness and success.



Miss Margaret McCarthy of Prospect Office, Chicago, became Mrs. Margaret Blattner on June 18.



The bride was Miss Josephine Garyantes of the Order Section, Chicago. She is now Mrs. Felix J. Augustyn. Miss Mary McHugh, clerk in the Order Section, is the bridesmaid at the extreme right.



Miss Charlotte Hicks, in the office of the General Supervisor of Toll Traffic, Chicago, became Mrs. Fred Feather on July 2. She is still with the company.

Don'ts For Swimmers and Canoeists

- DON'T**—swim on a full stomach. Wait at least two hours after eating.
- go swimming if overheated or tired.
 - continue swimming when exhausted. Rest on your back and then swim ashore.
 - swim if you have heart trouble.
 - dive without knowledge of the depth of the water.
 - struggle if caught in swift current or undertow—keep cool. The force of the current will bring you to the surface, then work in towards shore.
 - dive or struggle to swim if you swallow water. Clear the windpipe of water first.
 - get excited.
 - fail to learn the prone pressure method of resuscitation.
 - cry for help in fun. You may sometime need help and not get it.
 - go swimming alone.
 - try canoeing unless you know how to swim and have received lots of instruction in paddling.

Their Last Deeds

(With apologies to Dorothy Parker)

“I WONDER if it's loaded. I'll pull the trigger and find out.” (He did, it was, he ain't.)

“Listen! That's the train whistling for the crossing. Step on it—we can beat it.” (The coroner's jury decide it was a tie.)

“I wonder if this hand line will hold me. I'll slide down it and see.” (It didn't, he lit on a soft spot, his head.)

“It's no fun swimming in here. I'm going beyond the life line. (He went, the tide returned him seven days later.)

“I wonder if that dog will bite. I'll go in and see.” (The doctors tried, but rabies won.)

“I think these pills are for insomnia, there's no label on them. I'll take one and see.” (They were not, but he sleeps, beneath the lilacs.)

“These traffic cops can't stop me. I'll take a chance.” (The other machine stopped him, and the ambulance got him.)

“How much electricity does this wire carry? Ill touch it and see.” (He never was quite sure.)

Health Department Boy Goes to Camp Roosevelt



WILBER GIESE

FOR several years it has been the yearly custom of W. R. Abbott, president of the company, to send to Camp Roosevelt for two weeks one member of the Bell scout organization in recognition of the general excellence of his work with the company, his attainment in the Continuation School and his standing in his scout troop. This year Wilber Giese, office boy in the Health Department, was chosen to go to camp as Mr. Abbott's guest.

Camp Roosevelt is situated near Rolling Prairie, Ind., and boys who have gone there as the guests of Mr. Abbott in former years have all been enthusiastic about the vacation they had, the many new things they learned and the new friends they made. Wilber's many friends are sure he will be no exception. They are looking for his return early this month with expectations of "hearing all about it" from him.

June Storms Damage Illinois Division Plant

DURING the month of June, the Illinois Division was visited by a number of local storms wherein the plant of the company suffered heavily due to rain, hail and severe electrical disturbances. The trouble from one storm was no more than cleared until another storm followed and it was necessary to do the same work all over again.

Storms passed over the Alton Exchange area almost daily and to cope with this situation, it was necessary to augment the local force with other employees. The worst storms of the month occurred on June 22, June 24 and June 28.

The storm of June 22, covered approximately three-fifths of the entire area of the Illinois Division, causing about 5,000 cases of local trouble above the normal daily average and putting out of service a total of 105 toll circuits.

During the night of June 24, before the restoration of the plant from the storm of June 22 could be completed, another severe heavy wind, rain and electrical storm passed over the entire state putting out of service 184 toll circuits and causing approximately 3,000 cases of trouble above the normal daily report.

Restoration work on all previous storms was approximately completed when early in the morning of June 28, another heavy wind, rain and electrical storm passed over central Illinois. In Peoria this storm was in the nature of a cyclone. The wind was twisting and reached a very high velocity. Hundreds of trees were blown down in Peoria and severe property damage occurred, including 383 toll poles blown down and 137 toll circuits put out of service. Approximately 3,000 additional cases of local trouble were caused in Peoria from this storm.

By Thursday, July 3, toll service had been restored on all circuits throughout the state and the report of local trouble appeared to be almost normal.

It is estimated that the total cost of repairing the damage caused by these continuous storms occurring during the month of June alone, will be approximately \$50,000.

The Plant employees of the Illinois Division deserve great credit for the way in which they recognized an emergency. To them the credit for the quick restoration of the various local and toll circuits is due. They have demonstrated that service first is uppermost in their minds.

It Makes a Difference Whose Ox is Gored

"IF demagogues, uninformed persons and unscrupulous newspapers made the assault on our banking system that they are making upon our great utilities, confidence in banks would be destroyed, depositors would withhold their money, and our banking system, as we know it to-day, would go to pieces.

"There is not a factory in your city that can withstand the withering criticism which some of your utilities have had to face. South Bend may well be proud of its manufacturing concerns whose products go to every quarter of the globe, carrying the name of South Bend to every civilized nation and tribe on earth. Your newspapers do well to boost their products, and you win the admiration of every one when you point with pride to South Bend's achievements in manufacturing and business progression.

"But equal in importance, though not so widely known, are your great unseen and unheralded, silent utilities, whose millions of dollars' worth of pipe and wire are buried beneath your streets, carrying light, power, water, gas and telephone service into your houses and places of business, making it possible to turn what once was a barren waste into a thriving city of 100,000 population.

"When a stranger comes into your midst and you tell him of the glories of South Bend, of your progressive and up-to-date newspapers, of your fine buildings and enterprising merchants, of your homes, schools and churches, of your far-famed manufacturers, why not also tell him of your up-to-date utilities that make these things possible?"—Charles S. Norton of Indianapolis, addressing South Bend Optimist Club. Editorial from *Lake County Times*, Hammond.

Douglas Office Loses Supervisor



MISS ANNA RADECKI

DOUGLAS OFFICE was saddened by the death of Miss Anna Radecki, a supervisor, who, after a brave struggle, passed away on April 28. Her sunny disposition and her kindly ways will be remembered by all those who came in contact with her during the time she was with the company.

Miss Radecki began her Bell service over eight years ago as an operator at Douglas Office. She was made a supervisor on June 12, 1921. Her entire period of service has been at Douglas.

The sympathy of Miss Radecki's fellow employees has been expressed to her mother, who, not long ago, lost another daughter, Rose, who was also with the company.

247 Feet of Lumber in Telephone Booth

A TELEPHONE booth is not as large as a house—but it is large enough to require two hundred and forty-seven feet of lumber in construction. Eight different kinds of wood are used in a single booth—chestnut, mahogany, maple, basswood, birch, poplar, pine and three-ply veneers.

Peoria Now Has 1,000 More Machine Switching Telephones

ONE thousand new machine switching telephones were cut into service in Peoria at 10 p. m. on July 12. These added to the 6,000 machine switching telephones which were put in service last February constitute about a third of Peoria's telephones. The cut-over was under the direction of Harry Scharp, plant chief, and the actual work of making the cut was completed in two minutes. As usual the cut-over was made without service being interrupted for even that short time, the old apparatus being arranged so that it would function up to the instant that the new was put in service.

The usual work leading up to a machine switching cut-over preceded the Peoria cut. This included the installation of new central office equipment, installation of new subscribers equipment and the instruction of subscribers in the use of the new telephones.

Drowning Has Started

IT has been a long time coming but summer is here at last, and with its arrival the newspapers start carrying accounts of death by drowning. During the year 1922, 7,585 persons were drowned. During 1923 there were approximately 8,000 deaths from this same source, and it is safe to say that many of these deaths were preventable if only ordinary precautions had been taken.

Most all beaches and public swimming pools have competent men employed as life savers or guards who are conversant with the administration of first aid. But at many places where swimming is indulged in there is no person employed as a life saver. Therefore, it is well worth the while of every person to avail himself of the knowledge of artificial respiration.

Many of the employees of the telephone company are familiar with this piece of first aid work through the first aid training classes. If you aren't one of the graduates of these classes, it will stand you well in hand to ask one of your fellow workers who has completed this course to teach you the art.

Think of the 15,000 lives lost in the U. S. in two years time! What are those lives worth? It is just as important that we are protected against death from drowning as it is to protect our property against fire. Surely you will agree that human life is worth more than property. You can replace property. You cannot replace life.—*Accident Prevention and Health Betterment Committee.*

Fourteen Cities Have More Than 100,000 Telephones

THE United States has fourteen cities with more than 100,000 telephones apiece. Great Britain, France, Denmark, Austria and Sweden have only one city each with over this number of telephones, while Germany has only two cities with more than 100,000 telephones. Of the fourteen cities in the United States that have passed the 100,000 mark in telephone development, eight have over 150,000 each and four have considerably more than 200,000 telephones apiece. New York City has over 1,186,000 telephones in service and Chicago has passed the 716,000 mark.



THIS TELEPHONE EXHIBIT WON SECOND PRIZE AT THE EVANSTON WOMEN'S CLUB COUNTY FAIR. H. B. Gates, Commercial Manager, Evanston, and Miss Mabel Lapp, Evanston Traffic Department, had charge of the booth in Patton Gymnasium, where about 5,000 persons viewed the demonstration on the three days of the Fair, June 19, 20 and 21.

GYPSY GRACE AND COLORINGS HAS THIS SWEATER

SHADES of summer! And the very breath of September are in this lovely hat and sweater blouse set, which has been named "The Romany."

And what a name! Doesn't it conjure up all the pictures of long gypsy caravans, of winding roads, of the haze of lingering summer and the glory of coming autumn?

More than a name, the sweater itself is a charming gypsy-like creation with its many colored stripes and its nonchalant, chic grace. The hat is an added touch of style.

There isn't a girl in the company who isn't eager to have a sweater set. Here are the directions. Follow them!

In the first place the materials required are: Three balls of white Prospect Radiant Shetland yarn; one ball each of Copenhagen, buttercup, jockey red and Nile green. Knitting needles, No. 5, and one dozen small pearl buttons complete the purchases. Now for the knitting.

BACK—With White cast on 80 sts. and K. 5 ribs. (From now on knit all white rows in pattern of K. 1, row, P. 1 row unless instructed otherwise. All colors to be K. plain knitting.) *1 Rib Copenhagen, 2 Rows White, 1 Rib Buttercup, 2 Rows White, 1 Rib Nile Green, 2 Rows White, 5 Ribs Jockey Red, 10 Rows White, 1 Rib Jockey Red, 2 Rows White, 1 Rib Copenhagen, 2 Rows White, 1 Rib Buttercup, 2 Rows White, 1 Rib Nile Green, 10 Rows White *. This forms 2 patterns of stripes. Repeat from * to * and cast on 15 sts. for each sleeve and repeat from * to * until the Row of Copenhagen of second Pattern. On this Row K. 45 sts. and bind off 20 sts. for neck. Put one-half on separate needle.

FRONT—Continue Pattern until Rib of Nile Green. Next K. with White, casting on 15 sts. White towards front and K. these 15 sts. plain K. (changing 1 st. every Rib to match Sweater Pattern, until there are 5 sts. plain K. at front. Then carry these 5 sts. for border). K. 10 Rows White, 5 Ribs Jockey Red, 2 Rows White, 1 Rib Nile Green, 2 Rows White. Pick up other side and K. the same and join. (Keep the 10 sts. plain K. of the borders for 2 Ribs and discontinue same.) K. 1 Rib Buttercup, 2 Rows White, 1 Rib Copenhagen and bind off 15 sts. at each side for sleeves. Next, 10 Rows White, 1 Rib Nile Green, 2 Rows White, 1 Rib Buttercup, 2 Rows White, 1 Rib Copenhagen, 2 Rows White, 1 Rib Jockey Red, 10 Rows White, 5 Ribs Jockey Red, 2 Rows White, 1 Rib Nile Green, 2 Rows White, 1 Rib Buttercup, 2 Rows White, 1 Rib Copenhagen, 10 Rows White, 1 Rib Nile Green, 2 Rows White, 1 Rib Buttercup, 2 Rows White, 1 Rib Copenhagen, 2 Rows White, 1 Rib Jockey Red. (Next Row K. with White and K. the first 5 sts. and the last 5 sts. Plain Knitting for Balance of Front.) K. 5 sts., then K. 2 sts. together for next 10 sts., K. across Row until 15 sts. are on Needle, K. 2 sts. together for 10 sts., K. last 5 sts. K. 9 Rows White, 5 Ribs Jockey Red, 2 Rows White, 1 Rib Nile Green, 2 Rows White, 1 Rib Buttercup, 2 Rows White, 1 Rib Copen-



THE SWEATER GIRL
Is ready for the crowning gayeties of summer and the approaching September pleasures when she has finished the Romany sweater-blouse and hat.

hagen. 5 Ribs White Plain K. and bind off.

CUFFS—Pick up all sts. around sleeve and with White K. 5 Ribs plain K. and bind off.

COLLAR—Pick up all sts. around neck and lapels with White and K. 1 Row, P. 1 Row for 10 Rows, keeping a border of 5 sts. plain K. White at each side. Carry this border for length of Collar. Next, 1 Rib Nile Green, 2 Rows White, 1 Rib Buttercup, 2 Rows White, 1 Rib Copenhagen, 2 Rows White, 1 Rib Jockey Red. K. 5 Ribs White and bind off.

To make the hat, get three balls of white Prospect Radiant Shetland yarn, one crochet hook, No. 6, and a piece of wire thirty inches long. Use the colors left from the sweater for the stripes. And don't forget to use two strands of yarn for the entire hat.

CROWN—With Jockey Red ch. 3 sts. and join.

1st Row—7 S. C. in ring.

2nd Row—2 S. C. in each st.

3rd Row—*2 S. C. in 1st., 1

S. C. in next st. *. Repeat from * to *.

4th Row—* 2 S. C. in 1st., 1

S. C. in each of next 2 sts. *. Re-

peat from * to *.

5th Row—With White, 1 S. C. in each st.

6th Row—With White, * 2 S. C. in 1 st., 1 S. C. in each of next 4 sts. *. Repeat from * to *.

7th Row—Repeat 6th Row.

8th Row—With Nile Green, 1 S. C. in each st.

9th Row—With White, * 2 S. C. in 1 st., 1 S. C. in each of next 2 sts. *. Repeat from * to *.

10th Row—With Buttercup, 1 S. C. in each st.

11th Row—With White, * 2 S. C. in 1 st., 1 S. C. in each of next 5 sts. *. Repeat from * to *.

12th Row—With Copenhagen, 1 S. C. in each st.

13th Row—With White, * 2 S. C. in 1 st., 1 S. C. in each of next 7 sts. *. Repeat from * to *.

14th Row—With White, 1 S. C. in each st.

15th Row—16th Row—Repeat 13th Row.

17th Row—With White, * 2 S. C. in 1 st., 1 S. C. in each of next 8 sts. *. Repeat from * to *.

18th Row—1 S. C. in each st.

19th Row—* 2 S. C. in 1 st., 1 S. C. in each of next 9 sts. *. Repeat from * to *.

20th Row—23rd Row—1 S. C. in each st.

24th Row—27th Row—With Red, work even.

28th Row—31st Row—With White, work even.

32nd Row—With Nile Green, work even.

33rd Row—With White, work even.

34th Row—With Buttercup, work even.

35th Row—With White, work even.

36th Row—With Copenhagen, work even.

37th Row—38th Row—With White, work even.

39th Row—Skip every 8th st.
40th Row—41st Row—Work even.

BRIM

42nd Row—Increase 1 st. in every 4th st.
43rd Row—Work even.
44th Row—Work even.
45th Row—Increase 1 st. in every 5th st.
46th Row—Work even.
47th Row—Work even.
48th Row—Increase in every 10th st.
49th Row—Increase every 11th st.
50th Row—Work even.
51st Row—Put in wire and work one more round and break off yarn.

The Art of Telephoning

Editorial from *The Review*, Decatur, Ill.

"HASH in the voice"—that's what's the matter with many of us. Most of us don't know how to speak distinctly and we have the bad habit of running words together in a jumble of meaningless sounds.

Faults of speech show up quickly over the telephone. The trouble "Central" has in understanding a number like, "Main Four-Three-Two-One," for instance, ought to be a warning. But we are prone to blame it on "Central" and to think that unseen person either stupid or contrary, while as a matter of fact we

are the ones at fault.

There is such a thing as a "perfect telephone voice." The possessor of such a voice knows just the right pitch to use, the correct volume called for, and he enunciates clearly.

Speaking too loudly over the 'phone is as serious a fault as not speaking loudly enough. Some people scream whenever they get their lips near a mouthpiece. Others swallow their words and all but whisper. Many of us are too intense when we use the 'phone. We often talk too fast. We get nervous fidgets when the bell rings. We think more of the fact that we are talking over the telephone than what it is that we have to say—and it's always a mistake to be too conscious of the medium of expression, in arts and letters or in everyday affairs.

There is a man in this town who uses the telephone a great deal, much of the time for long distance calls. He has acquired the "perfect telephone voice." His tone is level and clear, about the same as when he speaks face to face. He gets results, too. He never seems to have to repeat, nor to spell out. His words don't tread on each other's heels. He simply talks over the telephone with the same volume and quality of voice as he uses in general conversation. This example is worth following. Oh, yes—and speak directly into the transmitter.

Many States Exceed Italy

AMONG the forty-eight states that make up the United States of America, there are twenty-six, each of which has more telephones than the entire kingdom of Italy.

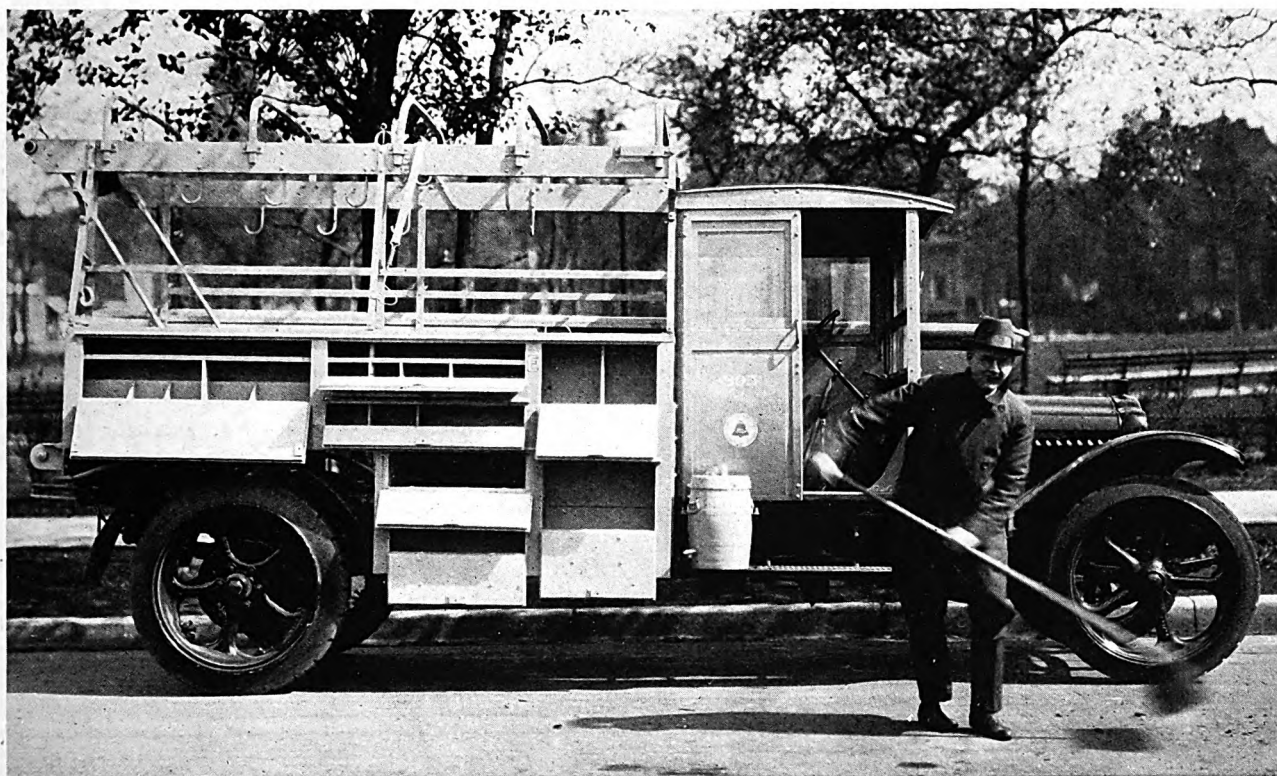


TAKING CARE OF THE ENORMOUS VOLUME OF MAIL AT HEADQUARTERS

During the first part of the month, when checks are coming in, the Mailing Room at 212 West Washington Street, Chicago, handles over 7500 letters a day. An average of 5000 letters a day comes in during the rest of the month. In

the Mailing Department, which also handles the archive work, are W. J. Maiden, Manager; C. C. Heidemann, Chief Clerk, and fifteen clerical assistants. The picture shows Miss Ione Jacobus, Oliver Tetrault, C. C. Heidemann, Chief Clerk

Victor Fogelstrom, an Office Boy calling for mail, and Donald Schilling. Much of the mail for offices in the Bell Telephone Building is sent from the Mail Room on the fourth floor to the other nineteen floors through the air tubes at the right.



NEW CONSTRUCTION TRUCK THAT IS BEING PUT IN USE BY THE COMPANY

'Bill' R. Hawkins, Motor Equipment Inspector of the Department of Buildings, Supplies and Motor Equipment, was caught by the camera unbeknownst to him, while demonstrating his speed with the broom.

Special Construction Motor Truck Body Designed

WITH the increasing use of motor trucks in telephone work, the demand for bodies suitable for the various kinds of work has led the American Telephone and Telegraph Company to design a special body for aerial and underground construction work.

Experience in this type of work indicated that a large saving in the time of men could be accomplished by having the tools and material in designated places in the body and accessible to all. At the same time this arrangement permits the foreman to maintain his stock of materials and tools at a minimum and yet provide enough to meet the day-to-day requirements. As a rule these trucks are in the warehouse each night and it is not necessary to carry more than a day's supply of material. Materials and tools for which there will be no immediate use are not carried, as the tendency to make a traveling storehouse of a truck is uneconomical and is discouraged.

The truck is equipped with a power winch, centrifugal pump, pole setting device, and a sheave on a detachable, hollow, steel spindle, which can be mounted across top rails, either at the rear or at the middle of the truck, to permit the use of the winch rope for loading and unloading cable reels or reels of strand without the use of skids. A seat, which folds down over the winch, is provided for the men inside of the truck. When not in use the seat is raised and fastened to side of body. In place of a desert water bag, a wooden keg is placed on the right running board to carry drinking water. An outfit completely equipped as this, makes it possible for the foreman to handle most any job that he may encounter.

The outfit is neat and well arranged, which shows that considerable time and study has been exercised to get a standard body, which will meet practically all requirements of a construction gang, and in time show a saving in man hours and body costs.

First Long Distance Line for Czecho-Slovakia

CZECHO-SLOVAKIA is about to install its first long distance telephone line, according to E. Blumgrund, works engineer at the Kabel Fabrik Aktien Gesellschaft in Bratislava, who has just come to Chicago to study American methods of manufacturing long distance telephone apparatus at the Hawthorne Works of the Western Electric Company.

"The use of lead covered cable for speech transmission in Czecho-Slovakia at present," says Mr. Blumgrund, "is limited to short distances in the larger cities. The first toll cable we are now planning will be laid between Prague, our capital city, and Bratislava, a distance of 480 kilometers (300 miles). It will consist of two sections. The first, to connect Prague and Kolin, a distance of sixty kilometers, is scheduled for completion this year."

Mr. Blumgrund states that the night and day toll charges in his country are exactly the reverse of the telephone tariff rates prevailing in the United States. While the night rates are less than the day charges for long distance telephone service in America, the Czecho-Slovakian government, which controls all telephone lines in that country, charges more for night messages. This peculiar condition is accounted for by Mr. Blumgrund in the explanation that there are more telephones in the United States in proportion to the population than in any other country in the world and that the night traffic is accordingly heavy enough to warrant an adequate service without entailing a special outfit in personnel or equipment to handle night messages.

Excelsior

The shades of night were falling fast,
The fool "stepped on it" and sped past.
A crash—he died without a sound,
They opened up his head and found—
Excelsior!

SPENDING AND SAVING

By May T. Dewhurst

SATURDAY evening, Tom and his mother sat reading in the little sitting room. John and Mary had gone for a ride in the new car, and as both had refused an invitation to go with them, Mary was planning to inveigle John into teaching her to run the car.

"I'm sure," said Mary, as they started, "that Tom could not be induced to leave the house for fear he might lose a telephone call from Katie, and I guess Mother is just as bad."

"Oh, that's it, is it? I wondered if they refused just so we could be alone. I suppose Tom has worried all day. He is such a crank on automobile driving that he'd be afraid to risk Katie with even Mr. Wilson's chauffeur."

"Funny about Tom!" laughed Mary. "He isn't afraid of anything when he is in charge but he seems to think other people can't be trusted."

"Well, I don't think that is because he is conceited. It's just because he knows so much that he thinks of all the fool things that people can do. I suppose he's worrying about us now."

"No, don't flatter yourself," said Mary, laughing. "Until he hears from Katie he won't think about anything else."

Meanwhile mother was reading a telephone magazine that Tom had brought home. Suddenly she exclaimed, "Why, Tommy, this is wonderful!"

"What's wonderful?" asked Tom who was aimlessly looking over the evening paper.

"This article on 'What \$15 a month will do for my future.' This young man is twenty-six years old and he has a wife, a baby and a flivver—yes, and a dog, and he says that he has figured out that if he and his wife lay aside \$15 a month to buy A. T. & T. stock, they will have \$18,000 when he is fifty-six years old."

"Well, how does he figure that; I'd like to know," said Tom.

"You see he means to save his dividends and add them to his other savings and it is surprising how the compound interest helps out."

Tom, who had been figuring on the edge of the newspaper, said, "If he put away \$15 a month without interest for a year it would be \$180. Save that for thirty years and he would have thirty times \$180 or \$5,400. If he gets the company's stock he will get \$18,000."

"He says by that time he will be entitled to a pension and that would be at least \$45 a month, and that with his

\$18,000 invested in company stock would yield more than \$150 a month so that he and his wife could have enough to live on if he had to stop working. He'd only be fifty-six years old and that isn't old enough to stop work."

"It's funny how that compound interest mounts up, isn't it?" said Tom, still figuring. "You have more than three times as much if you invest your \$15 a month in stock than you would if you saved it without interest—\$5,400 as compared with \$18,000."

"He says they just set that \$15 aside and budget accordingly and that includes the upkeep of his car which he seems to think is a good investment."

"Of course," said Tom, "he could have five shares of stock for what that cost and that would bring in \$45 a year more."

"Well, he has a wife and baby and he thinks they receive health and pleasure from the car which are good dividends, too."

"Yes, I guess he's right about that. I thought John was pretty extravagant in buying a car, but you see his mother will get a lot out of it and I guess she helped pay for it, too, didn't she?"

"Yes, she said it hurt her to take some of her money out of the bank but John said it was better to use something on herself than to lay it up for him to waste."

Just then the telephone rang and Tom dropped paper and pencil and hurried to answer the call. It was a long distance call and Mr. Wilson was on the line. Mother breathed a sigh of relief as she heard Tom say, "I'm mighty glad to hear that," and waited patiently for him to hang up and tell her all about it.

"That is just like Mr. Wilson, isn't it? I suppose he knew you'd be anxious till you heard they got there all right," said Tom.

"Yes, I am so glad," said mother and refrained from remarking on the changed appearance of her dear Tommy who had moped around since he came into the house and who, to her



BETSY'S INTRODUCTION TO MOLLIE, THE COW

dismay, had not eaten his dinner with his usual appetite.

"He says they had a fine ride and he is simply crazy about the old house. He hadn't had supper yet, but he said the smells from the kitchen were enough to make him ravenous. And Katie said her mother had fried chicken and they were just ready to eat, but Mr. Wilson insisted on telephoning first. She let me hear Bob bark and Betsy say, 'I wish you were here, Mr. Tom,' and then the operator said, 'Three minutes are up,' but Katie sent her love to you."

Mother beamed with satisfaction and said, "I wish we could look in and see them all at the table, now."

It was a pity she couldn't for it was a cheerful group that was seated around Mrs. Freeland's table. Bob had taken his position between Katie and his new admirer, Betsy, and sitting up on his hind legs, he waited to be noticed. His expression as he rolled his eyes, first to one and then to the other, with his little front paws hanging meekly down, set everyone to laughing. Mrs. Freeland had a large platter of perfectly fried chicken before her and Katie was kept busy adding corn fritters and mashed potatoes and delicious cream gravy as she assisted her mother in serving.

Mrs. Wilson looked out across the beautiful green fields with the fruit trees now in blossom and she sighed with contentment as she turned to her husband and said, "I guess you're right, dear, the country is sweeter than the sea-shore."

"Yes, mother," said Betsy, "and it's lots more fun, with chickens and dogs and everything."

"That's right," said her father, "I'll vote for the chickens any way. How about this cream? Don't you like the cow?"

Katie laughed and said, "She thinks Molly has a funny face and she says she isn't good because she was chewing gum and her mother won't let her do that."

Bob, hearing so much laughter, began to caper around the room and wag his little tail.

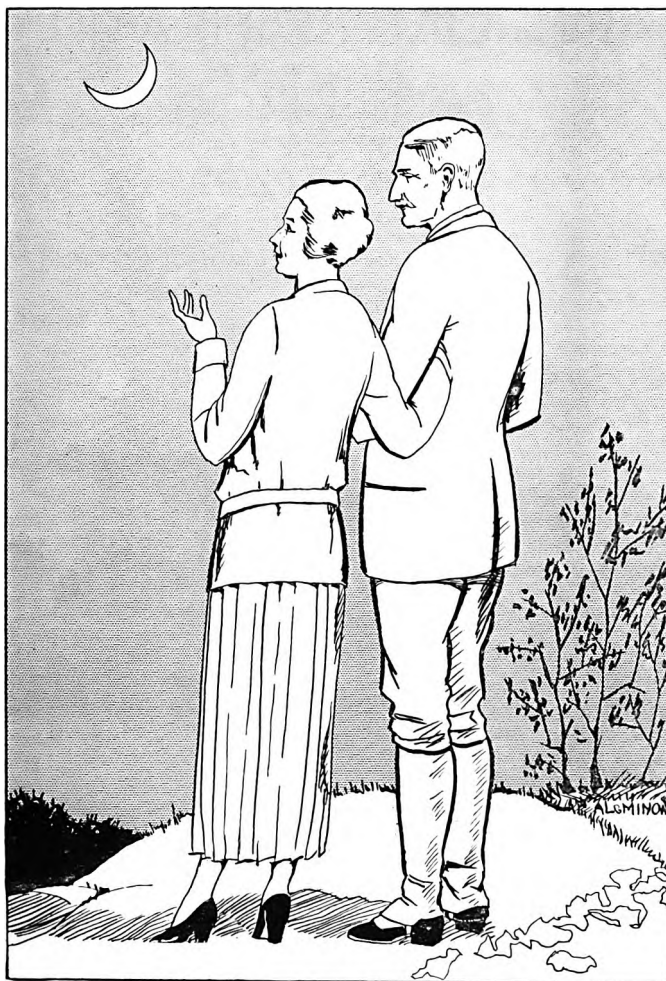
"Bob is glad to have company," said Mrs. Freeland. "He misses Katie so much I almost left him with her last Christmas but it is lucky I didn't. When I got snowed in here, he was a lot of company to me."

"I think that snow storm was a good thing for me," said Mr. Wilson, "you'll feel more like selling, now."

"Yes, I made up my mind then, but, now that spring is here, it is hard to think of leaving the old place."

"I don't wonder," said Mrs. Wilson. "Maybe we can fix it so you will stay summers."

"I wish she'd stay and tell that cook of ours how to cook things right. I haven't had food like this since I was a boy. It hasn't been spoiled with a lot of fancy fixings. It's just like this good air here. The city spoils it. You can't improve on good



THE SWEET SCENT OF THE CHERRY BLOSSOMS, FILLED THE AIR AND THE SOFT DARKNESS OF THE COUNTRY ENFOLDED THEM.

old nature."

"Well, I've seen some country folks that spoiled their food," said Mrs. Wilson. "You happened to have a good cook and mother combined, just as Katie has."

While Betsy was being put to bed and Katie and her mother washed the dishes which time they improved with a good visit, Mr. Wilson began his investigations. By the time the dishes were done and Mrs. Wilson had come down stairs, and the lamps were lighted, Mr. Wilson had made a quick appraisal of the house and the farm and he drew a chair up to the table and began to plan and figure, while Mrs. Wilson watched with interest.

"See here, Katie," said Mr. Wilson, "does this field go right down to the river?"

"Yes, there is a lovely shore there and my father made a nice boathouse and bathing rooms for us."

"Well, I'm going down there in the morning and see what can be done about a shack there. Then you see your mother could use it summers if she wanted to and maybe Tom could be induced to come for his vacation and fish."

"Oh, that would be lovely!" said Katie. "Now, Mother, you

won't mind selling if you can do that."

"No," said Mrs. Freeland, "I guess as long as Katie has decided to make her home with Tom sometime, I may as well go where I'll be near her and if we can come back sometimes it will be lovely. I used to think my boy would run this place but that was not to be."

"Well, to-morrow we'll talk it over and see what we can do, but now I guess we better rest after the long ride. Come on out, Beth, and see how the stars look in the country and get some real air before you go to sleep."

And as they stood under the stars, his arm was around her and they were lovers still. The sweet scent of the cherry blossoms filled the air and the soft darkness of the country enfolds them.

"It's good to get away from electric lights once in a while, isn't it, old dear?" and she said, "yes," as she kissed him.

"But I won't give up the telephone, even for you. Did you see how Katie looked when you called her to speak to Tom?"

"Yes, I didn't fall in love with you for nothing. I know how those two felt at being separated to-day."

"Yes, dear, you always think of others. That is why our love has never failed. Funny about love, isn't it? The more you spend it, the more you have. It's the selfish people who get tired of each other."

And so night enfolds the old farm house and the stillness was profound, and Katie fell asleep with a smile because a miracle, so common that it seems no miracle, had brought her her lover's voice through the miles of space to say "good night."

ARTIFICIAL RESPIRATION

Prone Pressure Method

It May Take Ten Minutes

It May Take One Hour

It May Take Three Hours

1. Lay patient on stomach in position shown with right side of face resting on back of right hand and left arm extended.
2. Clear patient's mouth, forcing tongue forward, by wiping out with finger covered with piece of cloth. (The mouth may contain tobacco, false teeth, etc.)
3. Loosen patient's clothes about neck and waist.

Take position shown.

Straddle patient with right knee bent.

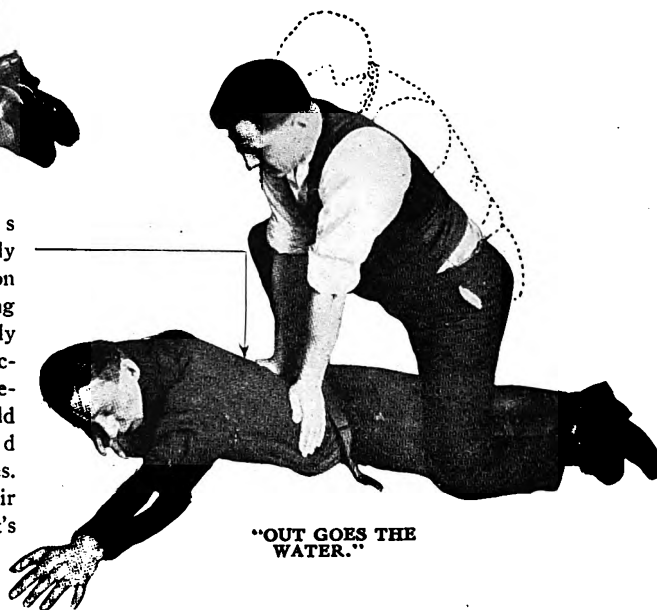
Keep arms straight.

Place hands, palms downward, as far apart as possible, without their sliding off patient's ribs. Little fingers should be on level with lowest ribs.

Left knee on ground.



Keeping arms straight, gradually throw weight on hands as you swing your body slowly forward. In executing this movement head should travel forward from 4 to 6 inches. (This forces air out of patient's lungs.)



"OUT GOES THE WATER."

Suddenly release pressure on patient's ribs by quickly throwing hands sidewise and off patient, at same time keeping arms straight. (This gives ribs and organs in abdomen that you have compressed a chance to spring back into position, thus allowing air to rush into lungs through the mouth.)



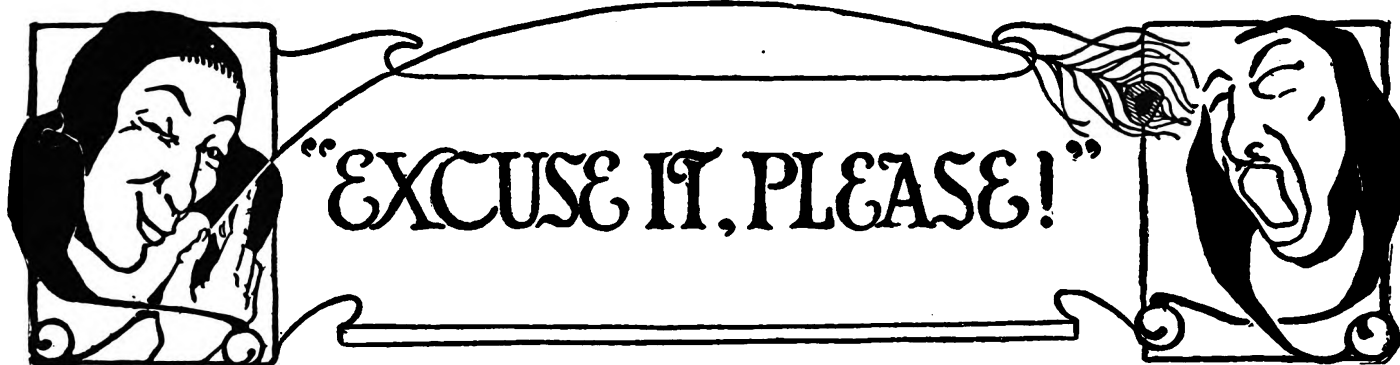
"IN COMES THE AIR."

*Begin Right
Away and Don't
Give Up.*

*You Are
Saving a Human
Life.*

*Don't Be
Excited.*

Return to original position and begin again. To assist in properly timing these movements, slowly repeat: "Out goes the water, in comes the air." Each time as you say "Out," properly place your hands on patient's lower ribs and each time as you say "In," SUD- DENLY throw your hands sidewise off patient. Repeat each sentence twelve to fifteen times a minute.



A Case of Necessity

An install order for a telephone went through the Minneapolis commercial office recently with the following notation:

"Rush on account of sickness. If not at home, get key next door."—*Northwestern Bell*.



The Chicago *Journal* observes that: "It's a hard world, and no man can hope to be as important as a secretary's voice sounds on the telephone."



We Have Better Nerves—n'est ce pas?

A manufacturer, just back from Europe, dropped into the Chamber of Commerce of the United States at Washington and left this one:

In France he asked a telephone official why the old coffee mill grinder was still in service instead of the modern "flash" on the switchboard. The Frenchman replied that they had the modern appliance, but kept the crank on the telephone for a real purpose. "The Frenchman," he said, "is highly excitable and needs a safety valve when he uses the telephone. We let him turn the crank. It helps him to keep calm while he is getting his number—and doesn't bother anybody because it is not connected."—*Mountain States Monitor*.



A lot of trouble on this earth grows out of some one's attempt to let his conscience be your guide.



Our Own Artists

Things to do while the other fellow or lady keeps the conversation at his or her end of the wire:

1. Balancing feats with pens, pencils, matches, knives, sealing-wax or anything else that is handy.

2. Attempting to perform that heretofore impossible feat of extracting a cigarette from your case and lighting it with one hand, while holding the receiver with the other.

3. Working out acrostics.

4. Embellishing the nearest calendar, notebook, blotter, pad or what not with various original and unique designs.

5. Designing the ground plan of a labyrinth.

6. Formulating answers towards the solution of the Peace Problem.

7. Writing those long-deferred bread and butter letters.—*Life*.



—*Telephone News*

Courtesy First

"Is he polite?"

"Say, that guy takes off his hat in the telephone booth before calling the operator."



Guide: "On this floor we have our company restaurant, where the girls take luncheon."

Visitor: "I see. And where does the switchboard?"—*Transmitter*.



It Can't Be Done That Way

A subscriber at Iowa Falls, Ia., placed a long distance call thus: "If Mr. Curtis answers the telephone, make it a station-to-station call. If someone else answers, make it a person-to-person call and get Mr. Curtis for me."—*Northwestern Bell*.



Jimmie Carbon, in the *Transmitter*, says, "Ain't it funny how so many otherwise lovable men will persist in trying to sell life insurance, and thereby change themselves from friends into—well, what you might call a feller that you'd rather see go into somebody else's office than yours."



Think What the Egyptians Missed

Willie: "Paw, what are hieroglyphics?"

Paw: "The things a man makes on a pad with a pencil while he is using the telephone, my son."—*Telephone Review*.



Joke on the Caterpillars

A small boy sat at the foot of a telephone pole with a tin can at his side. A curious old gentleman glanced first at the lad and then at the can, and exclaimed: "Caterpillars! What are you going to do with them, my little man?"

"They climb trees and eat the leaves," explained the boy.

"Yes?"

"And so," the boy continued proudly, "I'm foolin' this bunch by letting them climb the telephone pole."—Blair, Nebr., *Enterprise*.



An Eye for Business

Instructor (to student): "Now, after the man has dropped all the money for his call, what will you say to him?"

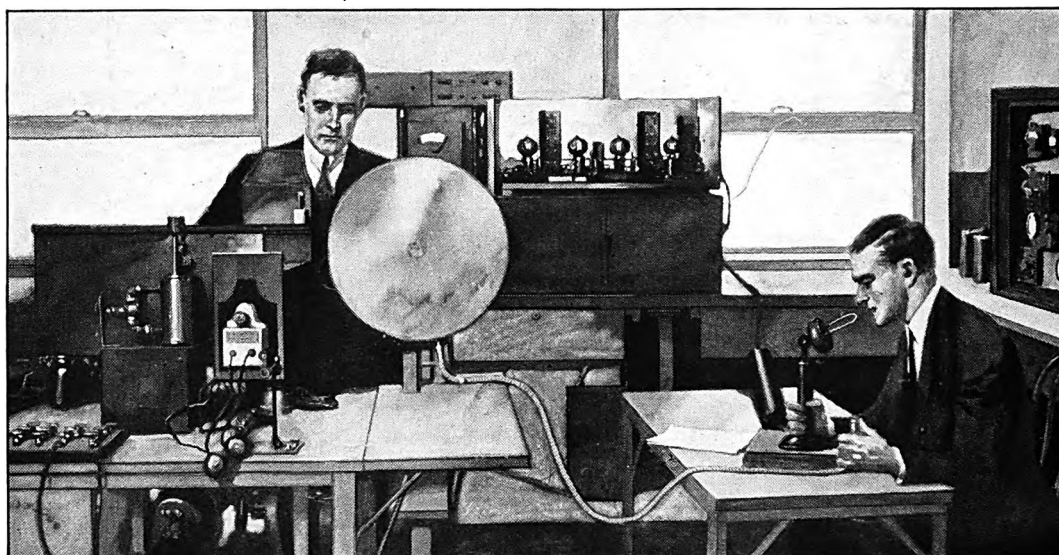
Student: "Thank you. Call again."—*Long Lines*.



Matter for Computation

Alice: "How many men have you ever kissed?"

Virginia: "Alice, you know I detest statistics."—*American Legion Weekly*.



In the Bell System laboratories speech sounds are recorded on the oscillograph with a view to their subsequent analysis

The service of knowledge

The youthful Alexander Graham Bell, in 1875, was explaining one of his experiments to the American scientist, Joseph Henry. He expressed the belief that he did not have the necessary electrical knowledge to develop it.

"Get it," was the laconic advice.

During this search for knowledge came the discovery that was to be of such incalculable value to mankind.

The search for knowledge in whatever field it might lie has made possible America's supremacy in the art of the telephone.

Many times, in making a national telephone service a reality, this centralized search for knowledge has overcome engineering difficulties and removed scientific limitations that

threatened to hamper the development of speech transmission. It is still making available for all the Bell companies inventions and improvements in every type of telephone mechanism.

This service of the parent company to its associates, as well as the advice and assistance given in operating, financial and legal matters, enables each company in the Bell System to render a telephone service infinitely cheaper and better than it could as an unrelated local unit.

This service of the parent company has saved hundreds of millions of dollars in first cost of Bell System telephone plant and tens of millions in annual operating expense—of which the public is enjoying the benefits.



**AMERICAN TELEPHONE AND TELEGRAPH COMPANY
AND ASSOCIATED COMPANIES**

BELL SYSTEM

One Policy, One System, Universal Service

37.05
3E

BELL TELEPHONE NEWS

September

1924





Our Front Cover

Telephone accountants, charting the results of activities in all departments of telephone work, are scientists in their line.

The accountants have kept pace with the growth of the service, devising new methods as they are needed to handle the enormous volume of work which grows out of the constantly increasing use of the telephone.

The quill pen, the ink horn and the ponderous books of bygone days have been displaced by the adding machine, the addressograph, the mailing machine and bill and check writers, operated by alert young women. Their work requires accuracy, skill and patience and is indispensable to the telephone service.

Members of the accounting force have a big job and they do it well.

BELL·TELEPHONE·NEWS

Volume 14

CHICAGO, ILL., SEPTEMBER, 1924

Number 2

IT'S A GREAT YEAR FOR POLITICAL CAMPAIGNERS

Western Electric Public Address System Has Come to the Aid of the Speakers

VOICES of political spellbinders are being raised in the presidential campaign of 1924. The quadrennial return of oratory has come with the usual pointing with pride, viewing with alarm, and saving of the nation.

But nothing is the same as it was four years ago. Voices and personalities are now being projected to audiences so great that in former days they could not be reached by a speaker, even with his voice strained to the utmost. The Public Address System—striking by-product of the telephone art—has come to the aid of the party, and to the aid of the country.

This assistance of science does not detract from the picturesque quality of the campaign; instead it adds to the interest and atmosphere. One newspaper writer described the sound projectors used at the Democratic National Convention in New York as a "cluster of gray morning glories." Even when the speaker was not present—his words being picked up by radio and amplified by the Public Address System for the benefit of crowds far away from the rostrum—personality carried with striking effect. Unseen crowds warmed to one speaker, cried with another, laughed with another, as enthusiasm ebbed and flowed, just as it did in his presence.

But there are thousands of persons who cannot come to great convention halls and banqueting rooms to hear the political leaders set forth their views. There are other thousands who cannot depend upon the radio to inform them of the burning campaign issues; who, rather, get their information by attending outdoor meetings at the county seat or in the city parks.

It was with these thousands in mind that a special motor truck was designed which, in less than fifteen minutes, could be transformed from an ordinary motor vehicle to a public platform with a Public Address System that would project the speaker's voice so that he might address a hundred thousand persons and, depending upon the weather and acoustic conditions, have everyone in the audience hear clearly and distinctly every word he uttered.

The equipment comprises a vacuum tube amplifier housed in the body of the truck, and large projectors mounted on a telescopic mast fitted to the truck. It is the work of only a few moments to erect the mast to its full height with the horns at the top.

When the tailboard of the truck is lowered, it becomes a well-devised speaker's platform, supported by legs of iron pipe. The platform also has a railing of pipe and rope for the sake of convenience and safety.

The speaker mounts the platform by means of portable steps and finds a large stand placed conveniently on the front rail to serve both as a reading stand and as a support for the microphone of the Public Address System. There is ample room on the platform for the speaker to move about and feel perfectly at ease.

It is the microphone which picks up the words of the speaker and passes them on to the vacuum tube amplifiers. After the voice is amplified it is projected through the horns at the masthead so that even the persons on the outskirts of a large crowd will hear perfectly.

A phonograph is carried with the truck and ordinary rec-

ords are used to entertain the crowds by the same system of amplification and projection. If the radio habitué brings a radio receiving set to the truck, radio programs can be used in the same manner.

This truck, with the Public Address System and its complete speaker's platform, is the embodiment of everything a public speaker needs except, perhaps, the usual pitcher of water, and that can readily be placed on the stand. But with the new system of voice amplification, water is fast becoming a tradition, and speakers do not need any first aid for the throat.

Politics is one of the newer jobs of the Public Address System, but coming to the aid of the party is not its only or even its principal service. Great cathedrals have installed the system in some one of its forms. Theatres, auditoriums and steamships make use of it. Through it have come important speeches and addresses, announcements at races and sporting events. The mere list of the uses to which the system has been put would take considerable space. But this year is the spellbinders' year.

"Ladies and gentlemen, I am indeed glad to look upon all these bright and smiling faces—"

He's off!

Pictures of some of the Public Address System apparatus appear on the following page.

Busiest Year for Western Electric

BUSINESS larger than in any period during the fifty-five years' experience of the Western Electric Company has been reached during the first five months of 1924.

"The large increase represents, of course, the consistent efforts we have been making to keep the manufacture of telephones and telephone apparatus in pace with the continued growth of the Bell System and the demand for telephone service," says a statement by Charles G. DuBois, president of the Western Electric Company.

"We are making this year what seems to us a colossal effort. We have planned to produce during every minute of the working year lead covered telephone cable containing wire forty miles in length. We hope to keep up the pace of eight telephone desk sets every minute of the normal working year; and one section of multiple switchboard and six sections of small boards every hour.

"These efforts at increased production in order to assure continuous telephone development by suitable measures in the telephone factories, have resulted in the large total figures for our 1924 business so far.

"It is natural to believe that the demand which causes our exertions is a sign of fundamental soundness in general business in America. It gives us an optimistic sense of a continuous sound development, regardless of local and temporary fluctuations."

Milwaukee's Telephones

MILWAUKEE recently celebrated the forty-fifth anniversary of the installation of its first telephone exchange. The number of telephones has grown from fifteen in 1879 to more than 105,000 to-day. According to the latest available figures, Milwaukee, with about one-thirteenth the population, has more telephones than the entire country of Belgium.

TENTATIVE PIONEERS' PROGRAM ANNOUNCED

Eleventh Annual Meeting to Include Business and Social Gatherings and Visit to Western Electric's Hawthorne Works

FOR the second time since the organization of the Telephone Pioneers of America, Chicago is to have the honor of the meeting place. The previous annual meeting in Chicago was in November, 1913. Chicago is the only city thus far chosen a second time for a general meeting of the Pioneers.

The coming annual meeting is the eleventh and will be held October 10 and 11 at the Edgewater Beach Hotel. The third annual meeting of the General Assembly of the Pioneers will be held in connection with the annual meeting.

Chicago was selected as the place for the 1924 meeting because of its central location and because it offers ample and ideal hotel accommodations. A further reason for the selection of Chicago is the fact that an opportunity will be given those who attend the meeting from a distance to visit the Hawthorne Plant of the Western Electric Company and see telephone equipment in the making.

The meeting will be held under the plan adopted at a recent conference between the Executive Committee and delegates from the various chapters. Under this plan there will be no "host company." Members of Theodore N. Vail Chapter No. 1 are, however, assisting the national secretary in making the arrangements.

The following is a list of the various committee chairmen who are in charge of arrangements for the convention. J. D. Kennedy and S. J. Larned, Direction Committee; H. W. Bang, director of committees; B. R. Cooper, Hotel; F. A. dePeyster, House; J. J. McKenna, Service; C. W. Bergquist, Reception and Publicity; Frank Redmund, Registration; W. H. DeWitt Jr., Railroad; S. S. Holmes, Hawthorne Visiting; J. L. Campbell, Telephone Service; A. P. Allen, Entertainment.

The usual arrangements for reduced railroad fares and special trains have been made. A large attendance is expected. The following tentative program has been arranged:

Thursday, October 9, evening—Registration of Pioneers and other visitors. General "get-together" at hotel with music and dancing.

Thursday, October 9, 8 p. m.—General Assembly. The third meeting of the General Assembly will be held at the headquarters, Edgewater Beach Hotel, on Thursday, October 9, 1924, at 8 p. m.

Friday, October 10, 10 a. m.—Annual Meeting. The eleventh annual meeting of the association will be held at the headquarters, Edgewater Beach Hotel, on Friday, October 10, at 10 a. m. (Speakers to be announced later.)

Friday, October 10, afternoon—In accordance with the wishes of the Pioneers, Friday afternoon has been left open to the Pioneers to follow their own plans and desires.

Friday, October 10, evening—Moving pictures featuring the telephone business and dancing at the Edgewater Beach Hotel.

Saturday, October 11, morning—The visiting Pioneers will be taken on a visit to the Western Electric Company's plant at Hawthorne. Busses will leave Edgewater Beach Hotel at 8 a. m. and return from Hawthorne, leaving at 11:45 a. m. The party will be returned to the hotel by way of the business district. Busses will stop to drop members of the party who wish to remain downtown.

Saturday, October 11, afternoon—Left open to the Pioneers to follow their own inclinations.

Saturday, October 11, evening—An informal entertainment by telephone people under the auspices of Theodore N. Vail Chapter No. 1 will be given at the Edgewater Beach Hotel.

Pioneers wishing information as to rates and other details of the meeting are invited to write to R. H. Starrett, secretary, Telephone Pioneers of America, 195 Broadway, New York. All pioneers who expect to attend, including those living in Chicago, are expected to fill out their registration cards and mail them to the secretary.

TEN CLUB MEMBERS

MISS MARGARET L. SHEAHAN,
Chief Clerk, Publicity Department,
10 sales

C. K. DUNN
Traffic Supervisor,
11 sales

J. M. DOYLE
Transmission Testman, Chicago
Plant Department, 10 sales

MISS HELEN DOUGHERTY
Pay Station Attendant, Hotel La
Salle, 20 sales





ON THE WAY TO FRIJOLES CANYON
View of the mountains as Mr. Drew saw them. The Rio Grande is in middle distance.



CANYON OF THE RIO GRANDE
This river rises in Colorado and flows across the entire state of New Mexico from north to south.

NEW MEXICO—LAND OF SURPRISES

By Elbert G. Drew, Secretary, Illinois Bell Telephone Company.

Photographs by the Author

TO its visitors New Mexico cordially offers a healthful climate unsurpassed anywhere, gorgeous scenery, historical material of interest, picturesque Indian life, and the relics of perhaps the first human beings who inhabited our land. Naturally then, one who is advised to take a vacation in these regions for his health finds it "not hard to take." Such was my feeling recently when this advice was passed to me.

Eugene Field wrote the following, which probably strikes a responsive chord in all of us:

It seems to me I'd like to go
Where the bells don't ring nor whistles blow
Nor the clocks don't strike nor gongs don't sound,
And I'd have stillness all around,
Not real stillness, but just the trees'
Low whispering, or the hum of bees,
Or brook's faint bubbling over stones
Sometimes it seems to me I must
Just quit the city's din and dust
And get out where the sky is blue;
And say, how does it seem to you?

As a stimulant for keen enjoyment of a mountain vacation one's daily service in a Chicago skyscraper is ideal.

The southwest is fairly bristling with novelty and is picturesque without trying to be so.

Ordinarily folks think of New Mexico as a barren, hot and dry region from which everyone who can do so in the summer seeks for comfort elsewhere. Quite the contrary is true. Most of the state has a high altitude (over 7,000 feet) which provides a moderate temperature in the summer. People from Texas in large numbers spend their summers in New Mexico where they find it comparatively cool, with a dryness in the air which is exhilarating and health-giving. People from New York and other eastern cities stop there. In New Mexico the sun shines almost every day. Generally it is very warm in the sun in the middle of the day, but one finds it cool in the shade. During our recent visit there I walked around Santa Fe's picturesque streets feeling the heat intensely but when I was seated with my sketching umbrella over me I was as comfortable as though in a Chicago forest preserve. Nights and in the early morning the air is cool and pleasant.

Our visit to Santa Fe was immensely interesting. The population of Santa Fe is 8,000, of which about seventy-five per cent are Mexicans, or as they prefer to be called, Spaniards. As one sits in the plaza or public square and observes the people he feels that he is in another country, so much in the minority are native Americans. The Mexicans are, of course, Americanized to the

extent that most of them speak English as well as Spanish, and they are mostly the employed class. In stores, restaurants, everywhere they are ready to serve you. Indians are commonly seen on the streets. Many are selling beads and jewelry.

Santa Fe was founded in 1608. The San Miguel mission is said to be the oldest building in the United States. Its adobe walls are those of the original structure which was built by the Spaniards in 1541. These walls are now braced with stone buttresses to hold them in place. Inside the church one is impressed with the crude architecture, the ancient furnishings and the paintings almost black from age and neglect. Behind the altar rest the bones of De Vargas, the famous general who died in 1704 while governor. A bell cast in Spain in 1356 is a valued relic. One of the priests wrote the following:

In the old adobe church stands the bell—
From the ancient tower its notes have ceased to swell
O'er the houses, quaint and low,
Whence it summoned long ago
Spanish conqueror, Indian slave,
All to gather 'neath this nave.
Pealed it many a bygone day
O'er the roofs of Santa Fe.
And before that, century long,
Had it sent its sacred song
O'er the hills and dales of distant, sunny Spain.
Six long centuries have passed
Since the ancient bell was cast,
And sounded forth its first long refrain
Strike it now and you shall hear
Such a note as thrills your heart
With its tender, magic art,
Echoing softly through the gloom
Of that ancient storied room,
Dying softly, far away,
In the church at Santa Fe.

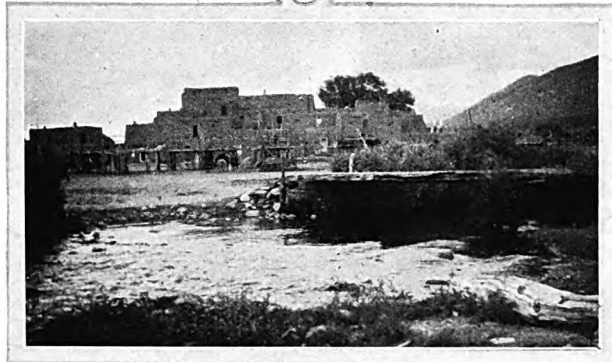
The building is used as a chapel by the adjoining Boys' School of the Franciscan Fathers. The old priest who showed us around is a most interesting person. He does a little merchandising in the sale of baskets, bowls and other objects of Indian make, for the cause of the school.

The cathedral built in 1722 is very fine and in one end are the remains of a mission built on this site. We were shown many historical relics in the building. Books have been written describing and illustrating the many early missions built in the southwestern part of the United States by the brave and zealous Catholic leaders whose coöperation contributed to the success of the Spanish dominion. A massive stone cross on a hilltop near town marks the spot where twenty-one priests were murdered by the Indians in 1680, while they, with the populace of the town, were

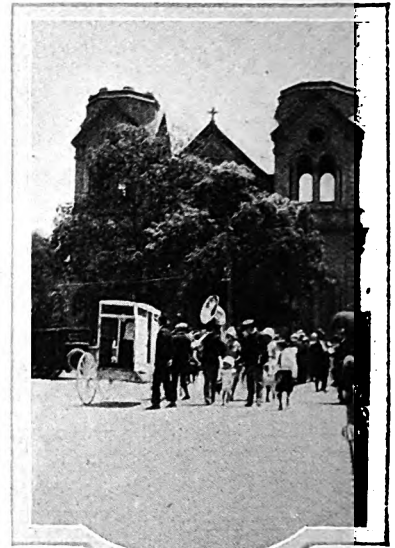


Indian Mother and Child—A Civilized and Educated Woman.

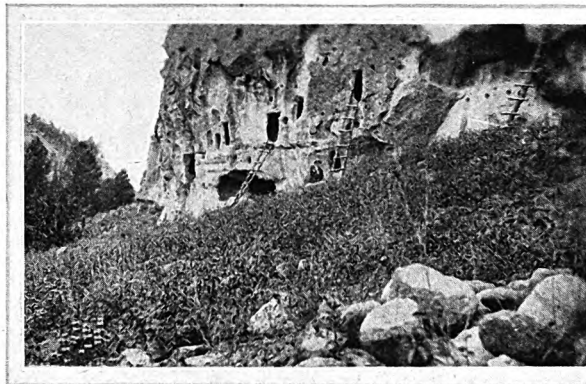
WITH A SUMMERTIME WANDERER IN SUNNY NEW MEXICO



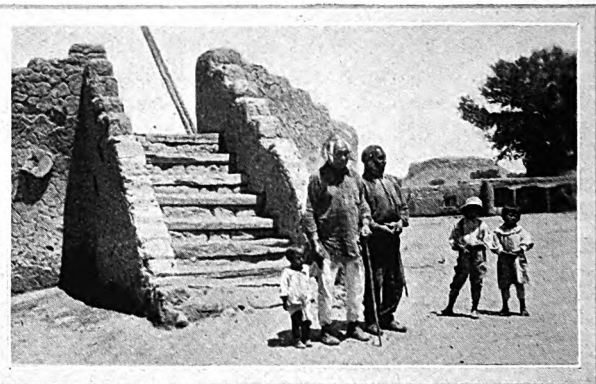
One of the Indian Pueblos at Taos.



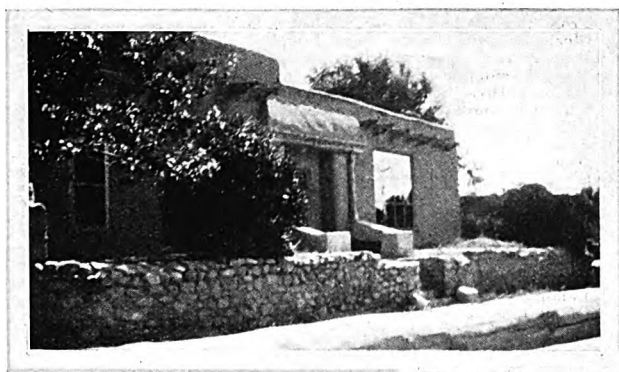
Cathedral at Santa Fe, just after Corpus Christi Procession. The band has disbanded and the Priests are in the Cathedral.



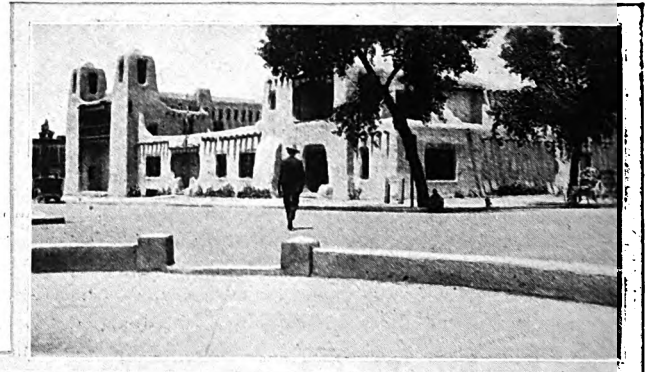
Frijole Canyon Cliff Dwellings. Miss Buchanan of Chicago, in the distance.



Pueblo Kiva Stairway at San Ildefonso. In the foreground, two blind Indians and Indian children.



Above—Home of Gerald Cassidy on Canyon Road. Mr. Cassidy is one of the prominent artists of Santa Fe.



Above—Museum of Art, Santa Fe. At the far end is the Auditorium seating 1,000.



At right — Mexican Woman and Child in Front of Typical Adobe Home at San Juan.

making their escape from Santa Fe, as the Indians had captured the city.

Santa Fe was regained by the Spanish under De Vargas after twelve years of Indian occupation. To this day a religious ceremony and pageant are observed once each year in compliance with a vow which this general made on the eve of his attack on the Indians.

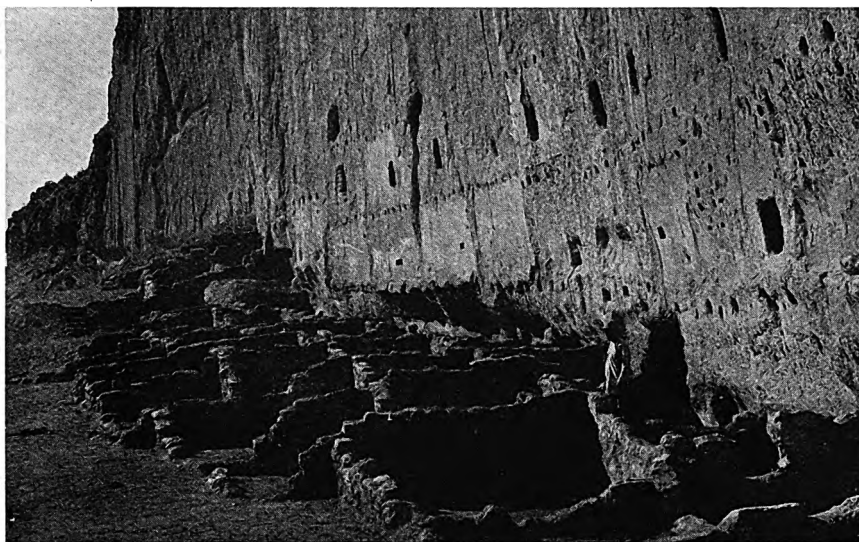
The prevailing "adobe" architecture in the Southwest is picturesque and at the same time very appropriate as to comfort and economy.

One sees everywhere the massive bricks which are being made of clay (dug up anywhere at all) mixed with straw. For a given content they cost about one-eighth what our style of brick would cost. Wet clay is used as mortar and a smooth coat put on the outside and inside. The roofs are generally made of clay laid upon pine poles which are covered with brushwood. The small rainfall and the hardness of the clay combine to give these houses a life of hundreds of years with slight repairs. They are remarkably cool, no matter how hot the sun may be outside.

Large buildings, such as hotels, the postoffice and art museums are made of this material. The design is sufficiently varied to avoid any large, flat wall spaces. The curves and lines wander up to turrets with Spanish towers here and there.

The State Museum, Santa Fe's most historic structure, occupies a long, low adobe structure fronting on the plaza with a wide portico and was the ancient palace of the Spanish governors and the American territorial governors. It is over 300 years old. It is full of historic objects, including fine specimens of pottery and other articles made by Indians of the various tribes, including some of the prehistoric peoples. The designs painted on the most ancient of these large bowls and jars are amazingly artistic and we wonder how those savages could develop themselves to a point where they could create such beauty.

Santa Fe has a most interesting art colony who received us with great cordiality. From the standpoint of the tourist Santa Fe is practically a switching center, as the points of interest and natural beauty in all directions are limitless. Taos, New Mexico (seventy-five miles from Santa Fe), has made for itself a world-wide reputation as the home of a group of American artists whose energies are devoted to immortalizing on canvas the strikingly beautiful and romantic phases of Indian life. This little town is twenty-five miles from the railroad, in a picturesque situation near the base of towering mountains, with richly carpeted plains stretching miles in other directions. Four miles away is the settlement where 700 Indians live in adobe houses and in two large pueblos or apartment houses, five stories high, built piece-meal by the Indians, each family



CLIFF DWELLINGS IN FRIJOLES CANYON

having a room or two. These Indians in unique native dress are everywhere seen on the streets of Taos. In fact, they serve both as servants and artists' models. Many fine faces are among them. The homes of the artists are very attractive and comfortable. Most of them adhere to the Spanish style, building around a patio in which are trees and flowers and sometimes a fountain.

The auto trip to Taos took us through the wild canyon of the Rio Grande for twenty miles. The road then

ascended a sort of spiral until we were 1,000 feet up, rolling out on a wide prairie. Looking back we could see that the river had eaten a chasm from the level down through the rock to a depth of 1,000 feet. How many centuries were consumed in this process? We acquired a headache trying to imagine.

In every direction from Santa Fe are points of interest. Indian villages are favorite objectives. We saw at San Juan, a little town, thirty miles to the north, a most fascinating annual dance staged in the center of the village. About forty Indians in elaborate costumes took part. Four of the oldest men were the drummers who kept the air resonant with their "BOOM-boom-boom-boom." They chanted the Comanche war song all the while and at intervals the dancers punctuated the song with wild yells.

The region which gave me the greatest thrill, however, is the Frijoles Canyon where over a thousand years ago tribes of cliff-dwelling Indians were living in caves and stone hovels at the base of an immense cliff extending along one side of the beautiful narrow valley for over two miles. Long before the Spaniards came in 1500 these cliff dwellers had disappeared, leaving no clue. In a vast area over the whole state the remains

of cliff dwellings are common. Wherever one sees a stone cliff he is likely to note the characteristic little doorway through which these lost peoples crawled into their stuffy, soot-vaulted homes. The archaeologists are constantly making research excavations and explorations in the hope of finding definitely when these cliff people lived, for how long, where they came from, why they disappeared. This was probably due to the failure of water supplies, for all through the region, streams are very few and are small. The rock in which these people easily chiseled their dens is a volcanic tufa resembling our pumice stone. Along these cliffs some prehistoric floods and centuries of storms have cut the cliffs into grotesque forms and castle-like battlements, also digging out many caves when the rock was very soft.

At one place the scientists have unearthed a sort of apartment or community house which was built of stone from one to four stories in height, for a distance of 700 feet along the base of the cliff, utilizing the caves as rear rooms, usually for cooking.



INDIAN DANCE

The holes in the cliff into which their floor beams were fastened with the plaster adhering are very plainly seen.

Ten distinct tribes occupied parts of these cliffs, and each had its sacred ceremonial room or kiva where religious rites were observed, probably centering around sun-worship. A short time ago the scientists unearthed a community house built of stone in the form of a circle 150 feet across, located on a flat area near the cliff. This was from two to four stories high and contained about 300 little rooms. The entrance was through a narrow passage into the central space and ladders were then used to the roof and descent was made into the rooms through trap doors. This safety-first construction is used to-day by Hopi and other Indians. The Frijoles Canyon is now a government reserve known as Bandelier Monument. Bandelier was a life-long student of antiquities in the southwest, and wrote a most fascinating novel entitled "The Delight-makers," with Frijoles Canyon as the scene. The interest centers around a traditional band of Indians whose sole purpose in life was to supply wit, humor and festivity to the other tribes. Romance, war and intrigue make this a fine story. To-day one may see chiseled outlines of the dancing figures of these Delight-makers on the cliffs, also full size outlines of bears and other animals. A vast amount of decorated pottery was recovered from these ruins; also pieces of cotton matting, charred corn, etc.

There is a charm about New Mexico's scenery which grows upon the visitor. Even though it is mostly barren this seems to accentuate the beauty of the verdant valleys and the grand old mountains which loom up everywhere. The soil and the rocks have all shades of yellow and red. Everything combines to make it an artist's paradise, to say nothing of the delights of sportsmen, nature lovers and health-seekers.

Playing the Game

By Joseph Dwyer, Office Boy, Plant Department

THE way to start a game right is to be on time; games have been forfeited because either team didn't show up. Be dressed neatly and be clean. If you start the game wrong the chances are it will end wrong.

Studying the Game

When you are new at the game you have much to learn. Observe everything that goes on in the office or in a game. Use your eyes. When you are being instructed about your job listen to your instructor and use your brains and do what he tells you. Never sit around watching the clock, that's not what you came to work for.

Choosing Your Position

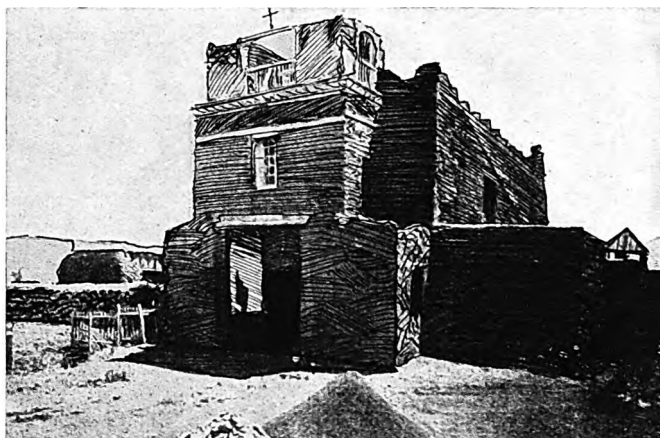
Never try for the easiest position for you will never get anywhere. You will be called lazy. If you ever expect to get higher up in life don't look for an easy job, look for one with a future to it.

Promptness

Always answer calls or the buzzer promptly and obey orders at once. When you deliver a message return at once with or without a message; don't loiter.

Conduct

Your conduct in the office, elevators, etc., should be orderly. Never whistle in the office or talk loudly. Be courteous to the



SAN MIGUEL CHURCH, SANTA FE
As it appeared in 1872, before restoration.

people around you. It makes friends for yourself and the company.

Carefulness

Take care of papers you are given to bring around. Don't wrinkle or leave them lying around on desks or chairs because they may mean very much to the company.

Economy

We should take care of our property and keep it in a safe place. When you lock your locker, always be sure it is locked.

Attitude

When you are given a message to give to a man and he happens to be busy wait until he calls you or holds out his hand for it and if he is talking to someone, wait until he has finished.

How to Answer the Telephone

When you are called on the telephone, give your number, then name like, Extension 1999, Mr. B..... talking, and then go right on answering the person or say what you have to say.

Entering Private Offices

Never enter a private office unless you are instructed to do so. Then go in the door with the name of the man you should go to so you will not cause trouble.

Regard for Property

Help keep the company's property in order, don't destroy or dirty it, such as coming in the office with muddy shoes and spilling ink on the floor or desks. They don't belong to you.

Clothing in Lockers

Keep your clothes in the locker not on chairs, desks or the floor because you will ruin them. Don't throw them in, hang them on the hook so they won't wrinkle.

Articles Lost or Found

When you find anything, bring it to your employer and he will try to locate the owner; if he can't, he will return it to you.

Mistakes

When you make a mistake, go at once and correct it, because it might make trouble for you and the company.

Winning a Position

To win a responsible position you must be punctual, neat and manly. Don't deaden your mental ability by smoking. And keep your clothes neat.

Stick-to-it-iveness

Never quit, always stick to what you are doing. If you always think about the raise you are hoping to get you will not succeed. If you see you are losing don't quit, keep right on and the chances are you'll win.

The Goal

The goal is success and that's what we want. We can get it by playing this game the right and only way by being punctual, neat, courteous and obedient.

Service Emblems Ready Soon

AN order on the manufacturer for service emblems for Illinois Bell employees has been placed, and the beautiful pins will be delivered soon. In a short time an announcement will be made as to the method of presentation.

PLAYING CHECKERS WITH "CHECKER" SWITCHBOARD

P. B. X. and Order Table of Taxi Company Moved by Plant Department in Record Time Without Dismantling

By Edmund W. Sheehan and George R. Spoerer

TELEPHONE men are continually being called upon to perform the apparently impossible in the interest of the public service. Feats of skill which yesterday were received with applause to-day are commonplace, for the telephone man, essentially a precedent smasher, is forever striving to establish new records of usefulness; and how he upheld his reputation and again accomplished the apparently impossible when he picked up the twenty-five foot, five-ton, ten-position Checker Cab Company's switchboard intact, and safely transported it over four miles—it is the purpose of this article to describe.

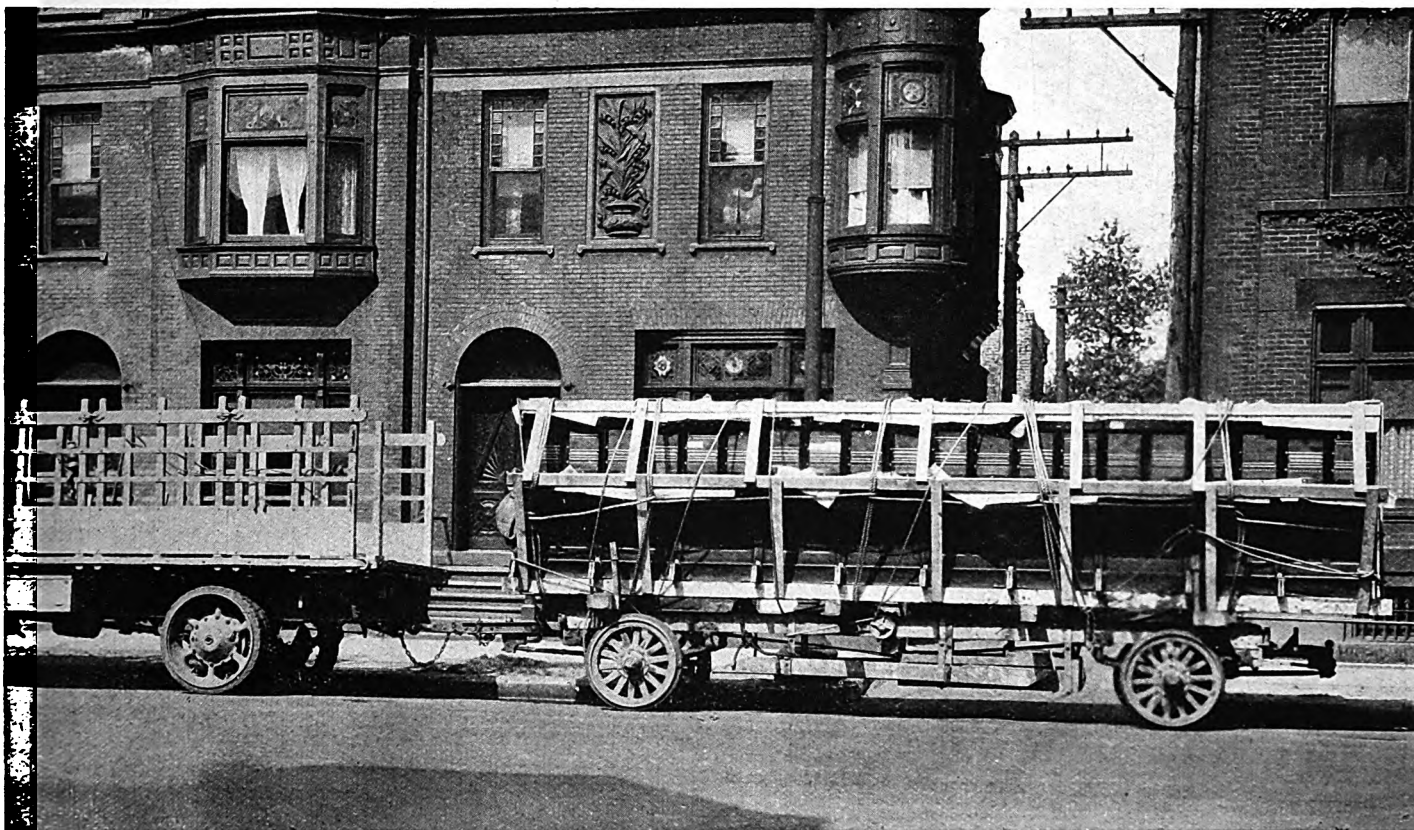
The Checker Cab Company has a special telephone system designed to meet the needs of a cab company. Orders for cabs are received on a sixteen and an eight-position order table equipped with twenty and ten trunks respectively. The switchboard is a ten-position No. 4 640-line switchboard with thirty-four trunks and eighty-five extensions. Forty-three of the extensions are connected to cab stands throughout the city, and are used for dispatching cabs and general business.

In March of this year the company decided to move its general office from 4642 West Madison Street to quarters on the second floor of an office building at 1401 West Jackson Boulevard. This move, of course, necessitated transferring the switchboard from the Austin to the Monroe district, therefore the old number, COLumbus 9100 had to be released and a new number, MONroe 3700, assigned.

In arranging for the move which was scheduled for June 30 at 10 a. m., it was originally planned to install a two-position switchboard temporarily at the new address, and to move the eight-position order table prior to June 30. With this equipment supplemented by some telephone instruments, the cab company thought it would be able to carry on business until such a time as the sixteen-position order table and ten-position switchboard could be moved. The original plan for moving this equipment was to dismantle the switchboard, and sixteen-position order table and to reassemble and install them at the new address, an operation which would require from six to eight weeks.

Such a plan, however, would have been expensive for the cab company because it would not only have been billed for the work of dismantling and rebuilding the switchboard, but its business would undoubtedly have suffered due to operating with limited telephone equipment.

A. H. Bates, supervisor of P. B. X. installation, decided that a better way must be found and after studying the situation from many angles, he concluded that it would be possible to move the switchboard and order table intact to the new location. He conferred with L. B. Boylan, Supplies Division supervisor, who then went over the job carefully with C. W. Birkemeier, supervisor of transportation. They agreed that if an opening were made in the rear wall of the Checker Cab general office it would be possible to lower the order table and switchboard down to a pole



FIVE TON P. B. X. SWITCHBOARD BEING MOVED INTACT ON POLE TRAILER

trailer. This plan was thoroughly discussed with Mr. Bates and finally adopted.

Temporary equipment was then provided for the taxi company while the move was in progress. A two-position switchboard was installed to which the trunks were connected, the smaller eight-position order table moved, and service established at the new address at 10 a. m. on June 30. The change was made smoothly and efficiently, and the subscriber was well pleased with the temporary service.

After the service had been transferred to the new address test calls were put through by the Traffic Department and not a call was lost. This efficient operation of the taxi company's telephone system was made possible by the work of the P. B. X. Division of the Traffic Department, which carefully planned and supervised the operation of the telephone system during the move.

The method of handling traffic had to be entirely revised to fit the emergency equipment and this change necessitated the presence of a P. B. X. instructor who rendered invaluable aid during the move period. Later when the standard equipment was cut in service the regular operating practices were followed.

With the emergency equipment working satisfactorily at the new office the switchboard and sixteen-position order table at 4642 West Madison Street were disconnected by the P. B. X. Department, placed on skids and heavily braced. A section of the rear wall of the old office was removed, and on July 1, the Supplies Division began the difficult task of moving the twenty-five foot, five-ton switchboard, and the twenty-four foot order table. An opening was made in the rear wall of the general office by removing two small windows and a section of the brick wall, and to this opening the crated switchboard and table were run on rollers. The top of this opening was almost flush with the roof so that it was practically impossible to rig a tackle over the opening and take off the weight from above as would normally be done. The alternative adopted was to use the huge five-ton White truck as the base of operations, so two eight-inch square beams, reaching from the floor to the roof supports were erected into position and securely fastened. Pulleys and ropes were attached at the tops of these, and when the switchboard equipment was lowered these poles carried the burden.

The roof supports jutted down in such a way that the switchboard or table could not be run out horizontally for the full length and then lowered; instead it was necessary to lower the front end of each and slide each one out at an angle so as to clear the cross beams. The order table was taken out first and lowered without difficulty. The switchboard, however, was several feet higher than the order table and tipping it was an awkward proposition. The switchboard was so near the height of the opening that it would become wedged before it was at a sufficient angle to clear the roof beams. Finally after considerable maneuvering and jockeying the huge five-ton mass scraped clear and settled down gently on the trailer waiting to receive it.

The switchboard and order table on the pole trailer were then hauled to the Central Division Garage, and on Wednesday morning, July 2, were taken to the taxi company's new general office at Jackson and Loomis.

The switchboard and order table were scheduled to go in through a window off the back court, so a beam was fastened on the roof across one of the inside corners of the court and a pulley attached. From this, tackle was let down and attached to the power winch on the truck, and the end to the table to be lifted.

The order table was raised first, and it was an impressive sight to see that massive hulk rise slowly off one end of the trailer as the thick ropes tightened under the load. Finally it was lifted high enough for both ends to swing clear, and it hung in the air like a dirigible on end. Slowly it ascended, steadied and anchored by

guide ropes from various angles. The upper end was level with the fourth floor windows before the lower end was high enough to swing into the second floor window. From this point the order table was gradually worked into the window by an increasing pull from a rope attached inside and the gradual release of the tension from above. Down the skids from the window sill it slid by degrees until it finally rested on the floor.

The switchboard was lifted in exactly the same manner except that more caution was exercised because of the greater weight. When the window level was reached, the extra height of the switchboard again created a problem, and a platform of several planks had to be laid from window to window upon which the bottom end of the switchboard could rest, while the other end was lowered until it was sufficiently horizontal to slide in through the window. It was lowered down the improvised incline into the room with much protesting and groaning, and with those manning the ropes, straining every nerve and muscle. It was a trying time, but through thorough planning, the exercise of skill and judgment, and a splendid coöperation the Checker Cab telephone equipment was successfully moved.

The P. B. X. installation force then took charge of the work and quickly restored full service.

Like all telephone work, this move was successful only through the coördination of the work of many units, and while their work was not so spectacular the activities of the Engineering, Commercial, and Traffic Departments and the Construction, Maintenance, Assignment and Equipment Engineering Divisions of the Plant Department were equally essential to the success of the undertaking.

How to Spoil a Perfectly Good Time

This is addressed particularly to operators and women employees, according to the Accident Prevention and Health Betterment Committee which submitted the article.

"IF you contemplate going on your vacation, to a show, dance or out for a good time, a picnic or an auto ride, etc.," wrote the committee, "then four or five hours prior to the eventual time you have planned or looked forward to with great expectancy, trying running or jumping up and down stairs. The result in most cases will afford you one of the best alibis we know of for not being able to keep your appointment. This trick will invariably result in nursing strained ligaments, twisted ankles, black and blue and sore spots, and perhaps other more serious reasons why you cannot keep your appointment.

"The above is exactly what has happened numerous times, and instead of enjoying the realization of having the good time so long anticipated, you will find yourself confined to your home, swathing your troubles in liniment soaked bandages, lotions, ointments and whatnots, and the cloud with the silver lining that has been hovering above you all day long has faded into a heavy gray cloud of disappointment, and the silver you once saw is now a far way off. Your disposition is usually not of the best, and the voice with the smile does not sound so sweetly, but after you have done your 'Circus Solly' act, what is the usual reflection? Is it not of regret? Don't you most often conclude how foolish you were, and unwise to run and jump up and down stairs when you should have walked, held onto the hand rails and watched your step? How often after such occasions does not your mind wander back to the warning of your chief operator or supervisor to be careful; the safety bulletin which you have so often seen, warning you to watch your step and be careful; and that you really knew better right along but that your 'think factory' was shut down for the moment when you tried to win your race against time.

"'Yes,' you sigh, 'it's true,' then resolve in the future always to think first, then act, in matters pertaining to your own and fellow employees' safety."

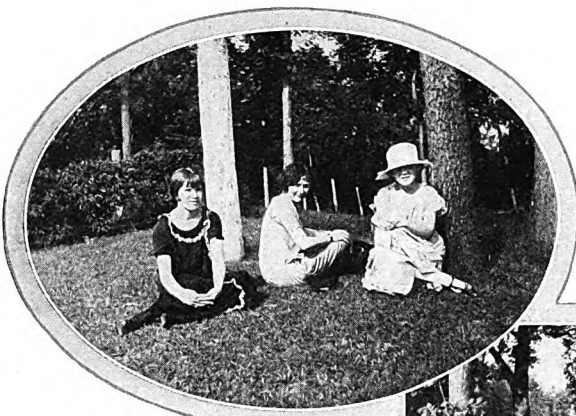


"Heave-ho, heave-ho, now all together—pull." The men seem to be rather evenly matched in this tug-o'-war contest.

AT THE TRI-CITY TELEPHONE PICNIC



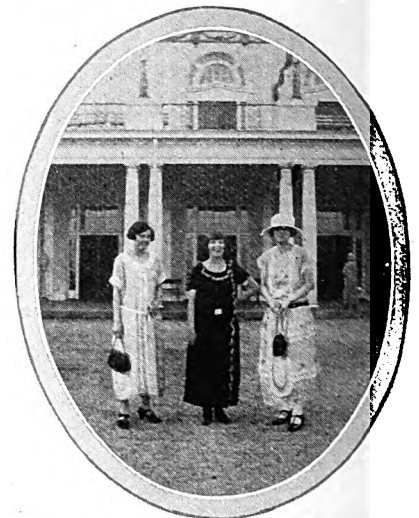
"One for the money; two for the show; three to get ready; four to go—" and the women's three-legged race is started.



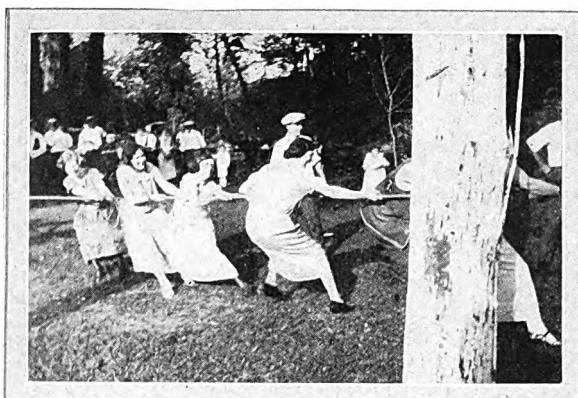
Miss Grimshaw, La Salle; Miss Ryan, Sterling; and Mrs. Owen Jarboe make a pretty picture.



A big event—if not THE big event at any picnic, comes at dinner time. Moline, East Moline and Rock Island picnic was no exception.



Another pretty picture, and in it are Miss Gumm, East Moline; Miss Grimshaw, La Salle; and Mrs. Owen Jarboe.



The fair sex pulls and pulls straight from this picture into



This picture. Which side won? You guess.

WHAT IS INFECTION?

By E. F. Traut, M. D.

PRESIDENT COOLIDGE'S son died of an infection! Other people's sons have been dying and are dying of similar infections. The noted victim gave infection press publicity. Readers inquired, "What is this fatal process?"

Yes; it is true that the majority of obituary notices are directly due to infection. Infection is caused by microscopic germs called bacteria. Bacteria are all about us and on us. They are on our clothing and food and even on our skins. We cannot escape them. All bacteria, however, are not harmful.

Only the most deadly bacteria can attack a healthy body. Since this variety is relatively rare and is only found in such things as pus, spit and manure, the clean person is not exposed very often. Bacteria that cannot harm a healthy person can attack the individual who has let himself "run down." Lack of sleep, overwork, insufficient or improper food and such weakening diseases as diabetes, lower one's defense. The ever-present bacteria are quick to take advantage.

Whether you are going to catch cold on the street car to-day depends, first, upon the deadliness or virulence of the bacteria that are coughed up or sprayed over the car by the sneezer and, second, upon your resistance. We all know the pale, sickly individual who always has boils or who recovers from one cold only to get another.

But boils and colds are the less serious infections. They are limited to a spot in the skin or to the nose and throat. They are only serious to the extent that they interfere with your happiness, keep you below par and hold you back while the other fellow gets ahead. Of course they may spread. The slight infection on the toe of Calvin Coolidge Jr., was neglected. It became "blood-poisoning." There are many colds that develop into pneumonia because a girl goes to a dance when she ought to be in bed. The sufferer from pleurisy does not build herself up and within two years, is in a sanitarium being treated for consumption.

Of all the harmful bacteria the worst are those that are spread by humans. They grow more deadly by inhabiting human flesh. The pneumonia germs that blow about in the street are not nearly as dangerous as those that your friend coughs up when you make a sick call.

As soon as germs enter the human body through a scratch or cut, they start to grow. The body marshals millions of little white blood cells that eat the germs. The battle is on. If the germs grow faster than the body can supply white blood cells or if the bacteria produce poisons that kill the white cells as fast as they form, then the body has lost and the bacteria enter the blood stream. Blood-poisoning exists.

If, on the other hand, the body is able to produce white blood cells rapidly and the cells are strong enough to each destroy several bacteria then the scene of the battle is marked by a small red spot called a boil or abscess. Soon the skin breaks and bacteria and heroic dead white cells are thrown out. The boil has come to a "head."

Modern medicine aims to prevent as well as to heal. Resistance is the term applied to infection insurance. How much does this insurance cost? Nothing; but the policy holder must lead a healthy life or he will find that his policy has "lapsed" when he needs it most. To carry out the terms of the insurance the policy holder must eat proper food, sleep at least eight of twenty-four hours and must arrange for out-of-door recreation. It goes without saying that he must clean out such nests of bacteria as infected tonsils and teeth.

Put up your guard when you meet dangerous bacteria. Avoid the sneezer. Shun the careless cougher as you would a leper. Treat the scratches and cuts with iodine and a clean, dry dressing. When a boil starts to drain keep the skin about it carefully sterilized with disinfectant. Keep your hands clean. Do not put your unclean hands in your eyes. Swat the fly because he carries bacteria from manure piles to food.

When you notice the signs of infection secure medical care promptly. Boils do not respond to Christian Science, chiropractic or antiphlogistine. You cannot afford to lose a battle with infection. Remember!

DEATH IS PERMANENT. And, we might add, so are some scars and many deformities. Local infections as abscesses, need hot applications and drainage by "lancing." Colds need rest, maybe some medicine, but principally rest. All the serious infections seen in the Health Department of the telephone company are neglected infections.

Calving Coolidge Jr. is dead, but he did not die in vain if his fate will make you give some little thought to your most dangerous foe, infection.

Operator Aids in Emergency

ON Sunday, June 1, 1924, at about 7 p. m., a sedan was struck and demolished by an electric train at the Lincoln Street crossing in Lombard, killing the five passengers.

This accident caused quite a rush of telephone traffic, both local and toll. Mrs. Ida Ludeke, was the only operator on duty at this time and being unable to handle this large volume of traffic properly, she made an effort to reach one or more operators who were off duty. Upon being unable to reach any of the operators, Mrs. Ludeke called Miss Dorothy Buhr, who resides in Glen Ellyn, and explained the situation. Miss Buhr arrived in Lombard in a few minutes and very soon afterward they had the situation well in hand and were giving an excellent grade of service.

In a "card of thanks" published by Barbara Jones, a relative of the accident victims, in *The Lombard Press*, Miss Jones expresses her appreciation of the many kindnesses of her fellow citizens and says, "I wish especially to thank the telephone girls for their promptness and their great patience."

Libertyville to Have First P. B. X. Installed

THE first contract for a private branch exchange switchboard in the Libertyville District was recently written. This contract was for a cordless board located in the Folds Macaroni Factory in Libertyville and is the first P. B. X. in this district consisting of Libertyville, Grays Lake, Antioch, Fox Lake and Lake Villa.

Every Little Bit Helps

"IS there anyone present who wishes the prayers of the congregation for a relative or friend?" asked the minister.

"I do," says the angular lady who arises from the rear pew. "I want the congregation to pray for my husband."

"Why, Sister Abigail!" replies the minister. "You have no husband, as yet."

"Yes, but I want you all to pitch in an' pray for one for me."—*Life*.



Ask these nine happy clerks of the Pay Station Section, Accounting Department, Chicago, if Algonquin isn't a good place for an outing. These girls are members of the P. D. C. Club.

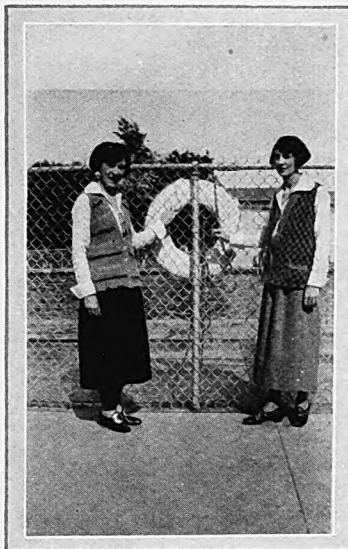
PICNICS AND PICTURES



The smile that Miss Adele Adams of Arlington Heights wears is just a reflection of the smile in her voice.



J. K. Acton, Commercial Manager at Sterling, is in the center of much attractiveness. This picture shows a good attendance at the District Federation meeting at Sterling.



The Misses Myrtle Larrie and Alma Savoil, Suburban Training Instructors, at the Wing Park picnic on July 26.



Mr. and Mrs. A. Chamberlain of Elgin. Before she was married, Mrs. Chamberlain was Miss K. Fitzpatrick, Elgin Toll Operator.



Miss Doris Darnell is enjoying life at Margaret Mackin Hall.



Lolly-pops, sometimes known as all day suckers, seem to have had an important part at the Suburban Training Department's picnic at Wing Park. At any rate, the Misses Grund, Graham and Radtke (upper row), Hamsing, McDonald and Carden (lower row) are enjoying their share of this confection.



Good morning to you Miss Esther Militger of Arlington Heights.



The smiles on the faces of the Misses Gertrude Mulhem and Myrtle Larrie, Suburban Training Instructors, are added proofs of the success of the picnic at Wing Park.



"Eat, drink and be merry" ceased to be an adage and became a fact at the Oakland-Kenwood picnic on July 17.



Miss Emily Sanfilipo, Lakeview Office, became the bride of Peter R. Caponi on June 29.

WHO AND WHAT ARE THE PIONEERS?

Brief Sketch of the Organization of the Association and Short History of Its Meetings

WHO and what are the Telephone Pioneers of America, and what does it mean to be a Pioneer?

These are questions likely to be asked by thousands of the younger Bell employees when they read of the preparations for the eleventh annual meeting of the Pioneers to be held in Chicago, October 10 and 11.

The Telephone Pioneers of America is an association of men and women who have been in the telephone service twenty-one years or more; or, who in the judgment of the Executive Committee, have rendered special services beneficial to the telephone industry or the telephone system. The association was organized in Boston, November 2, 1911. The purposes are set out in Article I of the constitution as follows:

"This association is formed for the purpose of recalling and perpetuating the facts, traditions and memories attaching to the early history of the telephone and the telephone system; preserving the names and records of the participants in the establishment and extension of this great system of electrical intercommunication; the promotion, renewal and continuance of the friendships and fellowships made during the progress of the telephone industry, between those interested therein; and the encouragement of such other meritorious objects consistent with the foregoing as may be desirable."

The idea of the organization originated with Henry W. Pope of the American Telephone and Telegraph Company of New York, who had also organized and called to order the first convention of the National Telephone Association at Niagara Falls in 1880. Mr. Pope had found in his travels about the country a strong sentiment in favor of an organization embracing the pioneers in the telephone industry. He talked over his idea with Charles R. Truex, former general contract agent of the American Telephone and Telegraph Company, and Thomas B. Doolittle, an early telephone man in Connecticut, who had been the discoverer of the process of making hard drawn copper wire. The plan was broached to Theodore N. Vail, then president of the American Telephone and Telegraph Company, who gave the project his warm encouragement. About one year was spent in obtaining signatures to the enrollment papers. By October 1, 1911, a list of 439 names had been made up and plans made for the first meeting in Boston.

The first meeting was called to order by Mr. Doolittle at the Hotel Somerset in Boston, November 2, 1911. A. S. Hibbard, then of New York, now of Chicago, had the honor of naming General Thomas Sherwin of the New England Telephone and Telegraph Company as temporary chairman of the first meeting and Henry Pope as temporary secretary. In the permanent organization which followed Theodore N. Vail was elected president and Henry W. Pope, secretary. Mr. Pope held the office of secretary until shortly before his death. Mr. Vail was reelected president each year up to and including 1916. No meetings were held for three years during the war period. At the convention of 1920 Harry B. Thayer was made president, and the following year John J. Carty was chosen. At the 1922 meeting in Cleveland the constitution was changed to provide that the president should not serve more than one term. At that meeting L. H. Kinnard was chosen president, and at the 1923 meeting in Atlantic City the presidency was conferred on A. L. Salt, vice president of the Western Electric Company.

The first meeting in Boston was not large, but was made notable by the presence of Dr. Alexander Graham Bell, inventor of the telephone, who made an address in which he related in detail the events which culminated in his memorable success. Mr. Vail was unable to be present. Telegrams or letters of regret were received from Thomas A. Edison, B. E. Sunny, Thomas A. Watson, Emile Berliner and others. Among those present from Illinois were W. R. Abbott, A. P. Allen, Robert Cline, Frank B. Cook, S. J. McMeen, all of Chicago; Thomas S. Brown of Galesburg and O. S. Morse of Springfield. A list of charter members included the following from Illinois: W. R. Abbott, A. P. Allen, Francis A. Albert, E. H. Bangs, Enos M. Barton, W. E. Bell, Miss H. Binmore, W. J. Boyd, M. J. Carney, W. S. Chapman, F. B. Cook, William Donaldson, E. G. Drew, George Duffy, A. G. Francis, Thomas Freeman, O. J. Freeman, Elizabeth A. Hamilton, A. D. Hawk, Frank J. Hahn, H. F. Hill, E. S. Holmes, R. L. Holden, A. P. Hyatt, Mrs. M. M. Hyatt, F. E. Judson, James A. Kennedy, James C. Kenny, S. J. Larned, F. E. Leonard, R. A. Leonard, H. E. Loveday, Herbert H. Lovell, R. C. Luepke, W. G. Luscombe, A. J. McGee, S. G. McMeen, C. L. McNaughton, W. J. Maiden, Anna T. Masterson, Mrs. Catherine Moore, C. E. Mosley, H. A. Mott, J. J. O'Connell, J. E. Peavey, Edward Pelletier, Irving Perrett, C. C. Prince, Miss Anna B. Raymond, A. S. R. Smith, E. F. Snyder, Thomas Snelling, J. O. Stockwell, B. E. Sunny, A. S. Sailor, Edwin Wibly, J. R. Wiley, all of Chicago; Thomas S. Brown, J. W. Hobbs, of Galesburg; Robert Cline, then of Indianapolis, Ind.; W. J. Bogardus of Morris; I. P. Bach of Peoria; J. E. Halligan of Quincy; O. S. Morse, C. H. Rottger, of Springfield; H. Weichsel of Aurora.

The second general meeting was held in New York in 1912, and the third in Chicago in 1913. Since that time meetings have been held in Richmond, Va., San Francisco, Atlanta, Montreal, St. Louis, Cleveland and Atlantic City.

At the meeting in 1921 an important change in the form of the association was made. To enable the pioneers in separate localities to meet locally and at times between the dates of the general meetings, provision was made for the formation of chapters. The first chapter was organized in Illinois, and is known as Theodore N. Vail Chapter No. 1. A number of other chapters also have been organized, covering the entire United States and Canada.

Mr. Abbot Receives Letter of Appreciation

THE following letter has been received by President W. R. Abbott, from Mrs. Emma Holbrook Clark, daughter of the late O. J. Holbrook:

"My dear Mr. Abbott: In behalf of Mrs. Holbrook, my brother and myself, I wish to express to the telephone company our very sincere appreciation for the many courtesies which have been and still are being shown to us all.

"Such consideration is not only a personal comfort, but to those of us who know how fully my father gave of himself to the service of the company, especially in those early years, such recognition of his worth is very gratifying. It is, of course, impossible to reach so many save through cards, but I hope that all, from those who have influence in the larger matters to the least contributor, may feel the depth of our appreciation. Very sincerely yours, EMMA HOLBROOK CLARK (Mrs. Harold H.)."

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AMORY T. IRWIN, EDITOR

EVERETT E. FRIGANZA, ASSISTANT EDITOR

Are You Going to Vote?

WITHIN a few weeks there will be a national election.

This is the opportunity which comes to the American people once every four years to choose their national rulers and law makers.

There is no law to compel any voter to exercise his or her right of suffrage, but the obligation of citizenship in a free country makes it the duty of every voter to cast a ballot. If the voter does not assert his privilege he cannot reasonably object to the result of the election if it does not happen to suit him.

In addition to the national election an important state election is to be held at the same time and it is the duty of all voters to study carefully the candidates and the issues in the state campaign.

It is not for us to suggest which ticket anyone should vote. The point is that good government cannot be maintained if the voters stay away from the polls.

In some localities voters are required to register on certain days in advance of the election. Voters residing in such places should take pains to inform themselves as to dates and places of registration and then register. If they fail to do this they cannot vote.

* * *

How Will Your Winter Be Spent?

SEPTEMBER has come, and with it the opening of the nation's schools and colleges. Our boys and girls, our brothers and sisters are packing up their books and starting back to their class rooms.

Naturally our thoughts are turned toward education and mental development, and we wonder, perhaps, if it would not be a good thing for us to haul out some of the old books and brush up a little on history, literature, science, mathematics or economics.

A mighty fine idea! And worth going further than thinking about!

If you are in the city, why not enroll in a course at night school? Every evening hundreds of men and women all over the country are gathering together to

"CALLS TO BE COMPLETED"

1. Every employee and every subscriber a stockholder.
2. Complete coöperation between every department and every person.
3. Harmonious public relations. Remember—You represent the company to the public. Be courteous.
4. Make "Accident Prevention" your slogan.

study and to learn. You city folks have the opportunity to work under the greatest teachers, and NOW is always the best time to start.

But many of us live in smaller cities and towns where night schools are known only through advertisements and newspaper stories. How we envy our city brother his superior advantages, — advantages which he doesn't half appreciate!

Need we? Home study, correspondence courses, systematic reading and discussion open the great fields of thought to the small town person and bring to him just as fine an education as that of his city friend.

September has come, and the next few days will determine whether we will let the winter months come idly and go as idly; whether we will waste our spare moments and evenings; or whether we will set for ourselves some definite mental goal and work toward it.

How will your winter be spent?

* * *

Now for the Work

VACATION time is over,—that is for most of us, and we're still dreaming about the fun we had at the lakes, in the country, or just loafing about home.

But it's time to wake up! There's work to be done. Things that we let slide just before we went away, things that piled up during our absence, things that we've neglected while we were getting back into the harness are waiting to be tackled.

Refreshed now, and readjusted to our jobs, we're eager to get started. Vacation time is over. Now for the work!

* * *

"Saving is the first great principle of all success. It creates independence, it gives a young man standing, it fills him with vigor, it stimulates him with the proper energy; in fact, it brings to him the best part of any success—happiness and contentment. If it were possible to inject the quality of saving into every boy we would have a great many more real men."

Sir Thomas Lipton.

SHOWING EARLY FALL STYLES



Smart in every line and detail is this navy charmeen frock worn by Miss Anna Maguire. Cuffs and attached scarf, which can be draped in any number of different effects, are lined with bright green or red, \$35. The hat is of velour with embroidered crown, \$12. Cross strap patent leather pumps with fawn kid piping, \$16.50. The fawn colored kid gloves with stylish turned back cuffs are \$5.

At right—Miss Frances Van de Van in a tailored suit of navy charmeen with bands of self trimming, \$87.50; hat of black felt, brim and trimming bound in black leather, \$12; bright scarf with floral border, \$15; gauntlet gloves, \$3.50; Colonial shoes of black gun calf, \$13.50.



Of Poiret twill, tucked in groups, is this simple street frock worn by Miss Margaret Yost. The ball buttons and bands of faille silk on collar and cuffs are in King's blue, \$25. The felt hat in wood shade with leather belt is \$8.75; the sand fox fur, \$92.50; the gauntlet gloves, \$4.75, and the black patent leather sandals, \$13.50.



The girls who posed for these pictures are in the office of the General Supervisor of Traffic, Chicago

Apparel, Accessories and Photographs by Courtesy of Marshall Field and Company



E. E. Mickel is champion hand line thrower. This picture was taken just before his record throw. Notice the stern look that spread over his face as he sighted the invisible mark.



Here are just a few members of the committee. In the back row are: B. Stevens, Jesse McCoy, John Schiller, J. Champion, J. Wurtz, H. Courson, W. Anschutz, A. Wroble, C. Darling, J. Rice, J. Broderick, R. Fell, R. Glenn, J. German, T. Carson, M. Roseno, M. Kenny, G. Dolson, F. Daus and S. Early. Front row—L. Ravelette, P. Earl, J. Griffin, C. Moran, N. Jannenga and Junior, E. Mickel, F. Wedeking, A. Rudolph and F. Thomas.



The Office Force team won the ball game. It should be noted that no captain was needed as Luby was manager and umpire. In the back row—Joe Sweeney, C. L. Hill, M. Carney and B. H. Textor. Front row—V. Thomalla, William Luby, J. Goldsmith, E. J. Hickey and J. Blackwell.

WHEN THE PICNIC

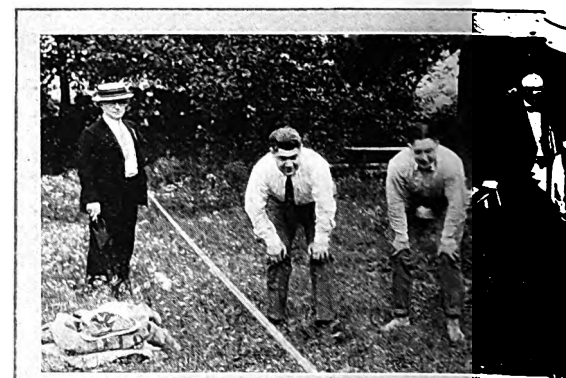
One of the chief chapters in the history of the town will be written about the linemen's picnic. It was one of those affairs at which old and young are young, and young ones gather to see the fun.

Both young and old will remember the fun they had ever had. Games, races, contests, and other amusements have ever been used as pastimes and pastimes by the committee and enjoyed to the "nth" degree.

The pictures on this page, besides showing the fun, not attend the "doings" what fun the guests prove to their friends that they say: "Do you remember the picnic and then for the detailed story of this big event." SUPPLEMENT of August 13.



Part of the happy crowd that helped to make the linemen's picnic a success. They were having a good time.



They called this a fat man's race, but these boys had a look as if they were in the middle weight class. Do you know who they are? Jesse Goldsmith and Jesse McCoy? That handsome man is H. Courson.

THE LINEMEN PICKED

the telephone employees' playtime book
the picnic held at Beyer's Grove on August 9.
consider persons gather to pretend that they
make the most of the fleeting minutes.
for this picnic as one of the best times
as, lunches, dancing, everything that
makers were arranged for by the
degree by the picnickers.
showing the unfortunates who could
they missed, will help the linemen and
that they are not just talking when they
the game had at Beyer's Grove when—" and
big event they'll turn to the WEEKLY



This is what was left of the defeated linemen's team. You will note the forced smiles on the faces of some of the players. They were probably thinking of the decisions of Umpire Luby. Back row—T. Bors, E. Kenniston, F. Wahl, C. Bell, M. Haraburd, Earl Knox. Front row—T. Sammons, L. Ravelette, W. Kalata, A. Matushak and L. Shepard.



When's picnic a grand success. Don't they look as if they
good time?



Just a few of the folks who watched Mickel make that record throw.



been on a diet prior to the event, which makes them
you recognize B. Textor, M. Carney, F. Grant, E. Mickel,
standing in the shade of the tree is our old friend,

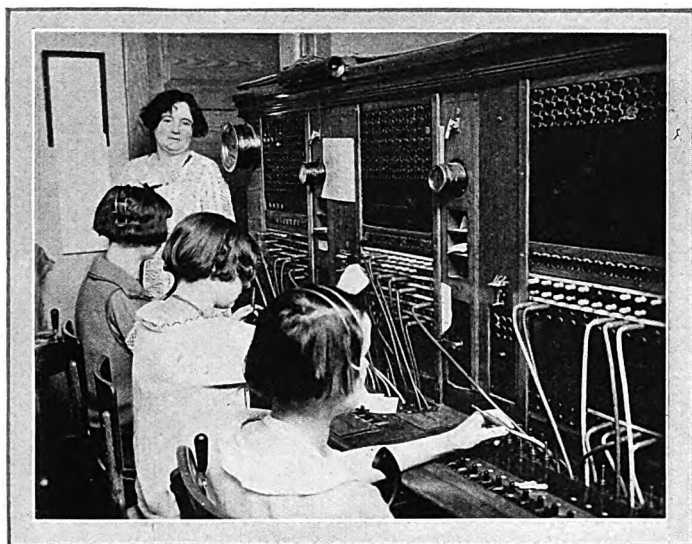


Miss Nolan, Nurse in charge of the accident prevention tent, had a very restful day.

FOX LAKE, THE TOWN



Fox Lake on a rainy morning.



The switchboard in full operation taking care of the large number of summer calls. Mrs. Rushmore, Chief Operator and Commission Manager, is standing at the end of the board.



The office mascot and the three operators, the Misses Edna Rushmore, Helen Drecoll and Alice Rushmore.



One of the R. F. D. Post Offices for summer residents.



One of the roads leading to Fox Lake was inundated by the heavy rains and the town's Chamber of Commerce arranged to have teams pull motor tourists through the flooded street free of charge.

FOX LAKE—DELIGHTFUL SUMMER PLAYGROUND

Near Chicago, It Becomes a More and More Popular Summer Resort as the Years Go On

THIS is considered the vacation period, the time of the year when those who live in the country want to go to the city for a change, and when city folks, especially those who suffer with the bustle and din of Chicago, feel the urge to go into the country for a rest.

All through the northern part of the state are scattered small lakes, which with their surroundings, offer many attractions for the vacationist.

True, there are no mountains to climb; nor is there the surf of the briny ocean, but all the joys of outing are to be had around the lakes and rivers of northern Illinois.

Among all of these places, Fox Lake is one of the oldest and best known resorts in the state. Years ago, it seemed a long ways from Chicago, and was considered a hunters' paradise. In the spring, fall and winter months, thousands of sportsmen made a practice of going there to hunt and fish, and it was a pretty smart duck that could drop into the lake for a bite to eat and a drink of water, without having to dodge a dozen high power hunters hiding in camouflaged blinds.

That day, generally speaking, is past because lately the state game laws have been designed to give protection to the wild game birds, and the hunters have had to move farther north.

This left Fox Lake for the conquest of the summer vacationists, and they have certainly taken possession of the district. They have made it a first class summer resort, where it is easy for a Chicagoan to take his vacation, a few hours from home. The privileges of a cottage on the shore of the lake is the more enjoyable, because of its accessibility. Mother and the children often stay on through the hot months, and the head of the family drives down for the week-ends. This accounts for the wonderful activities at Fox Lake and the surrounding territory during the summer and fall.

One of the best and surest indications of activity, and that means prosperity, is the extent of the telephone business. The Fox Lake Exchange is what we call a commission office, and is located inconspicuously in a grove of beautiful shade trees, which almost hide the building from view. A sign out on the street, calls one's attention to the place, and on going into the office there is to be "seen and heard" a three-position switchboard. We said "heard," because there is so much going on, with three operators and the manager almost too busy to say "howdy" to a visitor.

Naturally there is considerable local business because, apart from social calls, the vacationists must have meat and groceries, but the big business of Fox Lake Exchange at this time of the year seems to be toll and long distance calls.

With motorboats, row boats and canoes there are plenty of aquatic sports. Some of the fastest boats of the country run around these lakes, and it gives one a thrill to see them plowing through the water at the speed of nearly a mile a minute.

Fox Lake deserves much credit for its progressiveness as is shown by the fact that a few weeks ago a very heavy and sudden cloudburst covered the roadways in a few places so that auto-tourists were unable to pass through unaided.



MRS. RUSHMORE.
Commission Manager at Fox Lake.

The Fox Lake Chamber of Commerce, with commendable zeal, at once hired men and teams to tow the automobiles through these submerged places without cost to the tourists. Of course, this was merely a temporary emergency, but not many towns, large or small, would have acted, under the circumstances, as thoughtfully and as promptly as did Fox Lake.

And whenever that kind of spirit animates a town, its prosperity is secure.

Fox Lake is certain to grow in importance as the years go on because it is just close enough and just far enough away from Chicago to be one of its most popular summer playgrounds.

(Other pictures on next page.)

Scotch Farms Urgently Need Telephones

AGRICULTURAL interests in Scotland have been giving some attention of late to the need for more telephone facilities in the Scotch rural districts. The matter was brought up early this spring at a branch meeting of the National Farmers' Union of Scotland, and a former member of Parliament spoke, says the *Dundee Courier*, "of the urgent need for the extension of the telephone system to rural districts—to glens thirty or forty miles away from a doctor." In this connection he referred regretfully to the drift of population away from the country districts, which is a serious problem in Scotland as elsewhere.

The same question has since been discussed at some length by a special writer in the *Aberdeen Press and Journal*. "The establishment of private telephones in rural areas is again being spoken of," this writer says, but he expresses the opinion that having a telephone would not be a paying investment for the average Scotch farmer. However, he admits that "there is this to be said for it, it would be a decided convenience, and of some considerable interest as a means of communication with friends far and near," and "it is handy when absolute necessity arises."

Although having a telephone in Scotland "does mean money, and a good deal of it, perhaps," the Aberdeen paper's correspondent remarks that "we all spend money on things we could live without for the sake of the pleasure they give us," and concludes that "we must have these conveniences in our rural areas to make life worth living."

Chicago Folk Telephone Twelve Years Every Day

TELEPHONE conversations in Chicago are now so numerous that if all of the calls made each twenty-four hours could be combined into a single conversation, it would require 6,875,000 minutes or over thirteen years. At this rate, Chicago does nearly four centuries of telephone talking in a month and reels off almost forty-seven centuries of wire conversation every year.

The number of telephone conversations each day in Chicago is more than 3,300,000, or over 1,000,000,000 a year.

A Specialist

TEACHER: "You'll have to stay in after school and work on your geography lesson. You didn't locate a single one of the cities."

Willie: "I can't locate them, but I know how to tune in on the whole blame lot."

TELEPHONE TRAIL BLAZERS WITH SEPTEMBER SERVICE RECORDS

Frank Haase

September, 1890—34 Years

MR. HAASE admits freely that as a boy he was more or less infatuated with the bright blue uniforms of messenger boys. Others in the family were or had been A. D. T. messengers, and so it happened that Frank went that way too. His first job was in No. 18 office, A. D. T., which was on the north-



FRANK HAASE



FRANK HAASE

west corner of Twenty-second Street and Indiana Avenue in Chicago.

After some experience here he was transferred to Oakland Office as clerk in charge of the messenger office. This was at 3901 Cottage Grove Avenue above a drug store. He remained here and served through the busy period of the World's Fair year.

In 1895 he was detailed to the Forty-fifth Street Office and soon became a night manager at Canal Office, located at Canalport Avenue and Twenty-first Street. From Canal Office he went back to Oakland, a larger office, in the capacity of night manager.

His next move was to the position of relief manager, which called him to duties in the various offices all over the city, with hours from 7 p. m. to 7 a. m. every day in the week.

The telephone toll business was getting bigger and bigger and required new men, so Mr. Haase was called upon to enter that branch of the work, which he did in the capacity of evening manager. This was about 1901 and he remained in that work until 1904, when he went over to the Toll Division as a toll tester with Mr. Vranek.

Frank calls to mind the good old days when Wheatstone bridges, induction balances and capacity bridges were almost a mystery, when the tester thought he could tell about how far out a break in the line was, by the induction heard on a head telephone, and he adds that familiarity with the line and keen judgment often resulted in some close guesses. But now with modern methods, guesses have been eliminated.

Mr. Haase's experiences in the old days when sleet storms were more disastrous than they have been since the advent of cables and underground conduit together with better grade construction, would fill a book, and an interesting one, too. Mr. Haase now bears up under the title of assistant wire chief in the Toll Department.

Miss Dorothea Blatt

September, 1902—24 Years

When Miss Dorothea Blatt started on her telephone career twenty-four years ago, the Blue Island Exchange, where she had her first job was a magneto office with three positions. Here she had all the experiences of an operator in a smaller office, and she did her work so well that in November, 1905, she was promoted to supervisor at West Pullman Office.

Miss Blatt was just as much on the job at West Pullman as she was at Blue Island, and in 1910 she was promoted to the position of chief operator at Blue Island.

In July, 1917, she was transferred to the City Division as a supervisor at Stewart Office where she remained until October when she was transferred to Beverly Office. She worked as a supervisor until February, 1918, when she was promoted to evening chief operator.

Miss Blatt remained at Beverly Office for nearly two years, but in November, 1920, she was transferred to Pullman Office where, during the evening hours she, as chief operator, keeps high the Pullman Office standards.

Being strictly on the job for twenty-four years is a record of which anyone, man or woman, may be justly proud. Miss Blatt is a typical telephone woman, efficient, careful, patient, level-headed and a good scout. She personifies the Bell System "Spirit of Service."



DOROTHEA BLATT

Albert Gardner

September, 1901—23 Years

We don't believe in astrology, but Mr. Gardner was born in the same year that the Bell telephone came into existence, and he has been in the telephone business for twenty-three years. What do you make of that, Watson?

Before Mr. Gardner came into the Bell organization, he had been working for the Kellogg company, and with that experience as a background he came over to the Chicago Telephone Company in September, 1901. At first he worked with J. G. Wray, who was then superintendent of equipment and after two and one-half years went with the Installation Department. Here he served as



ALBERT GARDNER

foreman for about thirteen years, until an accident resulted in an injury which put him out of commission for a while.

He came back (telephone men always come back) to work in the Maintenance Department, and has been taking care of the removal of telephones in the South Section of Chicago. The name of the job is something like removal dispatcher, and it will be interesting to many to know that the work runs into pretty big figures, since about 1,200 telephones per month are picked up for various reasons, particularly that of the moving "fad," which all large cities suffer from and the telephone company does not like to leave coin boxes in empty flats.

In the year 1893, Mr. Gardner, as a boy was connected with the American Graphophone Company in the World's Fair Grounds in Chicago.

F. O. Hale

September, 1903—21 Years

It is not often that we have the opportunity of getting an affidavit to corroborate a Trail Blazer story or support an application for membership in the Telephone Pioneers, but in this par-



F. O. HALE

ticular case we have the legal documents to prove the facts. When F. O. Hale was called before the Interstate Commerce Commission one time in a hearing referring to telephone rates, in conformity with the established legal routine he was required to make affidavit as to his education and experience and from this record which we dug out of the archives we gleaned the following:

F. O. Hale was graduated from Dartmouth in 1903 and in September of the same year entered the employ of the Central District and Printing Telegraph Company, a part of the Bell organization then operating in Western Pennsylvania, Eastern Ohio and Northern West Virginia. This sounds like a lot of geography, but sifted down, it means a big territory with headquarters at Pittsburgh. There Mr. Hale remained until 1909, working in the Traffic Department, and rose to the position of traffic engineer, later becoming general traffic superintendent.

In 1909 he went with the American Telephone and Telegraph Company in the New York Dey Street offices, as an engineer with duties relating particularly to traffic operating costs. Three years later he became chief engineer of the Southwestern Bell Telephone System for Missouri, Kansas, Arkansas, Oklahoma and Texas, with headquarters at St. Louis. In the latter part of 1916 he became general manager of the Southwestern company in the state of Missouri, and in 1920 he also took on the added duties of the general-managership for the state of Arkansas, for the same company.

He served in this dual capacity until April, 1921, when he was transferred to the Illinois Bell Telephone Company as chief engineer, and since February, 1922, Mr. Hale has been vice president and general manager for the Illinois Bell.

Mr. Hale is a par golfer and he plays that game as enthusiastically as he plays the telephone game.

Vail Chapter to Meet

THE annual meeting of Theodore N. Vail Chapter No. 1. Telephone Pioneers of America will be held on Wednesday evening, September 17, in the Bell Forum, 315 West Washington Street, Chicago, for the transaction of such business as may come before it, reception of reports of officers and committees and election of officers for the ensuing year, as well as delegates and alternates to the General Assembly to be held in Chicago, October 10 and 11.

The officers and representatives to General Assembly to be elected are: President, vice-president, secretary-treasurer, one member executive committee for three years, twenty delegates, twenty alternates. All members are urged to be present. The cafeteria on the same floor will be open until 7 p. m. so that those who desire to avail themselves of it may do so.

Members who have not already filled out and forwarded the questionnaire received from Secretary R. H. Starrett of New York, will please do so at once as it is important in connection with the registration, issuance of badges, etc., for the coming general meeting.

Massachusetts City Pays Honor to Bell's Work

ALEXANDER GRAHAM BELL did a great deal of his experimental work, leading up to the invention of the telephone, in Salem, Mass., where he lived as a tutor for the deaf child of Thomas Sanders. He lived and worked in the home of Mr. Sanders' mother. That house has been removed and the building of the Salem Y. M. C. A. has been erected on the site.

On June 5, a room in this building was dedicated as an historical memorial of the association of the place with the invention of the telephone, and a set of models of early telephone instruments was presented by E. W. Longley, vice president of the New England Telephone and Telegraph Company. Thomas A. Watson, Bell's assistant in the early work of the telephone, who was also a Salem boy, was present and delivered an address on the first days of telephony. George T. Sanders of Philadelphia, the deaf child, who brought Bell and the telephone to Salem, also was present, and a number of other members of the Sanders' family. So, too, were about twenty-five persons who had been present at a meeting of the Essex Institute in Salem in 1877 when Bell gave his first public lecture on the telephone.

An extract was read from an address by Thomas Sanders, recently discovered, giving his own account of his agreement with Mr. Bell, shaking hands, as he said, in front of the furnace in his mother's house, whereby he was to supply Bell with the money necessary for his experiments and for patenting his inventions.

Warned

A CERTAIN colored person went out hunting and while poking into an old stump for a squirrel was surprised by a wildcat which proceeded to chase him to the top limbs of a large tree on the edge of a deep canyon. The wildcat was climbing as fast as Sam, and soon had forced him perilously near the decaying end of a long limb extending beyond the edge of the precipice. Sam decided it was time to remonstrate.

"Wilecat," he said impressively, "wilecat, does you' make me go one inch furdah, yo' is kwine have to jump a long ways fo' you suppah!"

"SERVICE" BRINGS LETTERS OF PRAISE

Plant, Traffic and Commercial Employees Commended by Subscribers in Communication Telling of Courtesies Extended or Help Given

SATURDAY night, July 26, a boy was born at the home of Charles Hart, a Kedzie Office subscriber. After attempting to reach ten doctors over the telephone, all of whom were out, Mr. Hart appealed to Mrs. Louise Schaefer, Kedzie operator, who succeeded in reaching a doctor for Mr. Hart. Later, in a letter, Mr. Hart expressed his thanks for the service which had been rendered him.

Early in the morning of July 21, Miss L. Written called the operator and asked to be connected to a doctor. The call was answered by Mrs. Rosalie Kirkham, a Columbus operator, who, after several attempts, succeeded in connecting the subscriber with a nearby physician. Following the incident Miss Written sent a letter to Columbus Office thanking Mrs. Kirkham.

Margaret E. Brennan, also a Columbus subscriber, in a recent letter says, "I wish to express my appreciation of the efficient and prompt service rendered by the operator answering calls on COLumbus 3689 on Saturday night between 9 and 9:30. Many emergency calls were made at that time on account of a fire and explosion and the operator responded immediately to every call." Miss Sadie P. Bergenham handled the calls referred to.

The Edison Park Promotion League has written to W. R. Abbott to express its thanks for the greatly improved service since the installation of the new switchboard in Newcastle office. In the same letter appreciation is also expressed for the part played by N. S. Sayre, commercial manager.

George A. Kelly, general solicitor for the Pullman Company, tells of his and Mrs. Kelly's appreciation of the "courteous and accommodating service" given Mrs. Kelly by Foreman Coby and his repair crew from Lakeview Office, in a recent letter to President Abbott.

Praise is given F. A. Bowes, foreman, and J. A. Polachek, installer, both of the P. B. X. Unit, in a recent letter from Edith M. Smith, president of the Smith-Paulson Advertising Service, Inc., for the "most expeditious and painstaking way" in which the installation of the advertising agency's telephones was handled.

The long distance service given the Classified Advertising Department of the *Chicago Evening American* by Miss Anna Piper, on July 14 and 15, was commended recently in a letter written by O. E. Steitz, associate manager for the Classified Advertising Department.

Thanks for the "very courteous, neat and efficient manner" in which a P. B. X. move order was handled by W. H. Byas, foreman, and F. T. Lilly, installer, is expressed in a recent letter from J. J. Butler, treasurer of the Foote Brothers Gear and Machine Company.

PRESIDENT COOLIDGE in a recent address to the American delegation of sixty Boy Scouts before they sailed to Europe to attend the international gathering of Boy Scouts at Copenhagen brought out three fundamentals of scout-hood, reverence for nature, reverence for law and reverence for God. White House officials say that the message really was written as the president's "in memoriam" to Calvin Jr., who was a boy scout, first class, and who had died but shortly before the talk was given. The sixty boy scouts received the message at dinner in New York by means of amplifiers and telephone lines from Washington.

President Coolidge said in part:

"There was no boy scout organization in my boyhood, but every boy who has the privilege of growing up on a farm learns instinctively the three fundamentals of scout-hood.

"The first is a reverence for nature. Boys should never lose their love of the fields and the streams, the mountains and the plains, the open places and the forests. That love will be a priceless possession as your years lengthen out.

"There is new life in the soil for every man. There is healing in the trees for tired minds, and for our overburdened spirits there is strength in the hills, if only we will lift up our eyes. Remember that nature is your great restorer.

"The second is a reverence for law. I remember the town meetings of my boyhood, when the citizens of our little town met to levy taxes on themselves and to choose from their own number those who should be their officers. There is something in every such meeting, in every election, that approaches very near to the sublime.

"I am thrilled at the thought of my audience to-night, for I never address boys without thinking that among them may be a boy who will sit in this White House. Somewhere there are boys who will be presidents of our railroads, presidents of colleges, of banks; owners of splendid farms and useful industries, members of congress, representatives of our people in foreign lands.

"The third is a reverence for God. It is hard to see how a great man can be an atheist. Without the sustaining influence of faith in a Divine Power we could have little faith in ourselves. We need to feel that behind us is intelligence and love.

"Doubters do not achieve; skeptics do not contribute; cynics do not create.

"Faith is the great motive power; and no man realizes his full possibilities unless he has the deep conviction that life is eternally important and that his work, well done, is a part of an unending plan.

"These are only some of the fundamentals of the teachings of the boy scouts; they are the fundamentals of our American institutions."

Pole Derrick Is Almost Uncannily Effective

THERE are erected in the Bell System each year in the neighborhood of 600,000 new telephone poles. In addition, the maintenance of over 14,000,000 poles involves the moving, removing, resetting and straightening of large numbers of poles annually. To accomplish this immense task the pole derrick is being used more and more.

A very light weight, easily operated type of pole derrick has been developed for use in the Bell System, by means of which three persons, a chauffeur and two other men, can erect a thirty-five or forty foot chestnut pole in a few minutes, work which formerly took seven or eight men several times as long to accomplish. The derrick is mounted on a two-and-a-half ton truck. It is constructed of high grade steel tubing, having a strength at the yield point of approximately 70,000 pounds per square inch.

A pole derrick can be taken out of its rack on the truck and assembled in position to handle a pole in three or four minutes. The actual time of erecting a pole is ordinarily very short. In fact, under average conditions, poles are erected and dropped into previously dug holes at the rate of about two minutes a pole.



WHERE THE COMPANY "FLIVVERS" MAKE THEIR HOME AT PEORIA

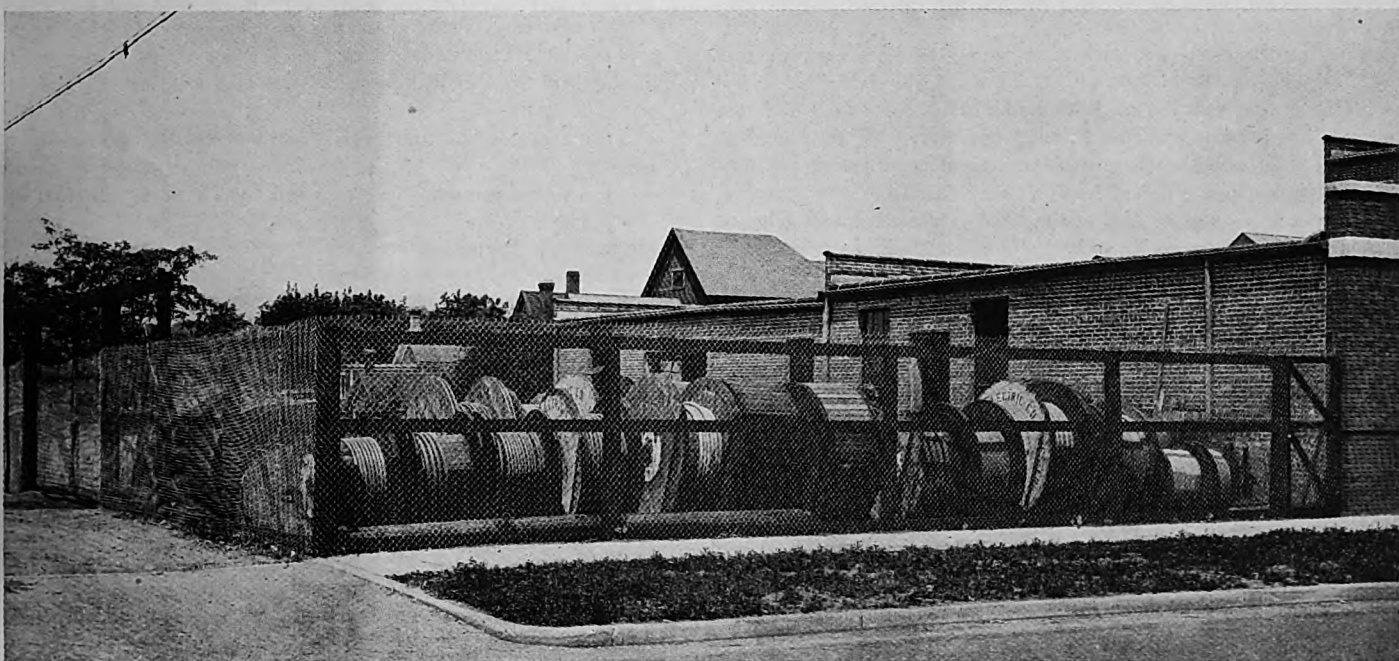
Peoria Boasts New Warehouse and Garage

DURING a period of five years immediately prior to January 1, 1924, a twelve-room brick residence on the telephone company's property at 127 North Madison Street, Peoria, was used as a warehouse for storing material used in the maintenance of the Peoria Exchange.

Although the residence had at one time been one of the show places of the city the building was not wholly desirable as a storeroom. The need for additional space had been growing greater for some time and about the middle of 1923 plans covering the construction of a new warehouse were approved. A site, which was convenient to all parts of the city, was selected at the corner of Third and Spencer Streets.

The completed building is ninety feet wide, 100 feet long and one story high, with the exception of the northeast corner, upon which a second floor was placed to provide office quarters for the district plant and engineering forces. The garage which occupies the west half of the ground floor has a storage capacity of twenty cars and is equipped with a wash rack, engine and rear axle stands, a bench and tool and parts lockers. A fireproof oil room is provided and a gasoline pump has been installed in the rear of the garage where the cars are serviced at the close of the day.

The storeroom occupies the east half of the ground floor with the exception of the north end which has been fitted up as an office for the district cable supervisor and recreation room for the employees. Steel lockers and bins are used throughout the storeroom for the storage of material. A floor platform scale



THE CABLE YARD OF THE NEW WAREHOUSE AND GARAGE AT PEORIA

has been installed and has proved to be a great convenience in weighing junk turned in and heavy materials issued. A rope rack, designed and constructed by the storekeeper, has proved its exceptional merit.

The building is well heated by No. 8 Type K Kewanee low pressure steam boiler installed in the basement which extends over the entire space covered by the two-story section of the building. A locker room, showers and lavatory for the men employees are also provided in the basement.

DOES THE COMPANY PROVIDE P. B. X. OPERATORS?

One of a Series of Articles on Telephone Practices

TELEPHONE employees are often asked if the company furnishes free of charge experienced switchboard operators to users of private branch exchanges. Here is the answer given officially by the Traffic Department.

The telephone company maintains employment bureaus in the office of the private branch exchange traffic supervisor in Chicago and in some of the larger cities in the rest of the state.

The primary object of this bureau is to furnish the P. B. X. subscriber with experienced operators. The telephone company therefore encourages young women who have had experience in the operation of P. B. X. switchboards, local central office operation or toll and long distance work to file applications with this bureau.

The selection of employees to handle specialized work at different switchboards is accomplished by making studies of each individual subscriber. These studies are made by the traffic force of the private branch exchange traffic supervisor, and in this way the proper operators are assigned to the proper switchboards.

Operators are furnished to help out during vacations, sickness or in emergencies caused by serious congestion of traffic. They are also furnished to fill permanent positions. This service is free both to the subscriber and to the applicant.

In order that an idea may be had of the extent of this service the following will show the results for Chicago for 1923.

At the close of the year the number of private branch exchange switchboards in Chicago was 8,081, and the number of private branch exchange stations was 154,615. This number of private branch exchange stations is twenty-two per cent of the total stations in the city.

During the year about 1,340 applications were filed for the position of private branch exchange operator. Of this number of applicants, 549 were furnished permanent employment and 696 temporary employment.

Applications may be filed at the office of the private branch exchange traffic supervisor, Room 1901, 212 West Washington Street.

Subscribers who desire private branch exchange operators either to fill temporary or permanent positions may get such help by calling OFF 9300 and asking for the private branch exchange traffic supervisor.

The telephone company is glad to furnish this service free to subscribers, as the primary object is to give service, and any help which can be given to P. B. X. subscribers not only helps them but also improves the general telephone service in the whole exchange area.

Who is Who

or

Accident vs. Caution

I RIDE upon the point of a pin or the pilot of a locomotive.

I lurk in the bottom of a bathtub with a cake of soap.

Or in the shaky corner of a skyscraper.

I cling to the baby's toy automobile left at the top of the stairs.

Or sit in the driver's seat with the near-sighted motorist who won't wear glasses—

I fly through the air with the sign wrenched loose by the wind.

And with the cinder wafted from the spouting chimney—

I stalk the hunter as he pursues the fleeing rabbit.

And slink behind the errand boy who eats a banana and throws away the peel—

I lurk on stairs, behind doors—in fact, almost everywhere—

I oftentimes hide upon the point of a rusty nail—

I cast my shadow over every field of labor from tilling of the soil to the making of every necessity—

I murder, maim and cripple—

I am ever present—

I am

AN ACCIDENT.

TIS true, Old Accident is most everywhere, and in the past we fell for all his bull. But, he's had his day, or maybe lost his pull. Oh, no, I'm not jealous of a heartless wretch like that, but if you'd let me pilot you, we'd knock the old boy flat.

That old kid is just a sneak thief that steals away your mind, and kids you so you'll take a chance—no matter what the kind. He doesn't want to see you buckle up with me—that's true, 'cause when you do that little thing, he has nothing left to do.

Let's reason out who is your friend? Myself or Accident? Who is it stops you just in time before your head you dent? Who whispers warning words to you and says, "Please have a care." Well, it isn't Accident, old top, who tells you to beware.

It's I—and you will find me too, wherever danger hides—I never try to urge you on, 'tis you who overrides my judgment—and you listen to his bossin'—that fellow, who smiles and says, "Come, take a chance." Oh, no, I never do that—you see,

I'M CAUTION.



FATHERS, MOTHERS, SONS AND DAUGHTERS

In fact the whole family and its friends had the merriest of merry times at the Springfield employees' picnic on August 9.

Robert L. Altman Passes Away

ON Thursday, August 14, at five o'clock in the morning, Robert L. Altman of the Chicago Plant Department peacefully passed away after a long illness, at the family residence 3839 North Kenneth Avenue, Chicago.



ROBERT L. ALTMAN.

The passing of Roy Altman, as he was generally known, terminated a long career of usefulness in the telephone industry. Altman was born in Pennsylvania, May 15, 1880, and received a thorough grammar school education which was supplemented by private study.

He was attracted to the telephone business early in life, for at about the age of sixteen he entered the service of the Peoples Telephone Company at Butler, Pa. His first position was night operator, and then he became repairman.

Later Mr. Altman came to Illinois, and entered the service of the Chicago Telephone Company February 1, 1899. His excellent work as switchboard repairman and testman eventually led to promotion to the position of chief testman at Main Office reporting to John Broderick, division wire chief.

In July, 1910, he became wire chief at Main Office, and held that position until January, 1921, when he was promoted to supervisor of central office maintenance and later was transferred to supervisory work under Mr. Hyatt and personnel for the department reporting to Mr. Hyatt.

In his long service of a quarter of a century, Roy Altman gained the respect, the warm friendship and the loyalty of subordinate, associate and supervisor alike, who admired his poise, his ready sympathy and his thorough knowledge of telephone work. It has been said of him that he never became excited; no crisis or sudden failure of plans could mar his serenity; he remained calm inwardly as well as outwardly, and thus could effectively handle emergency situations.

Roy loved the out-of-doors; the fields, the woods and the lakes fascinated him. He attained considerable skill as a fisherman and hunter, but eventually laid aside his gun for a camera, and in the trees surrounding his summer cottage at McCullom Lake are many bird houses fashioned by his hand for the benefit of his feathered friends.

He was one of the principal organizers and the first president of the Brookfield Club which built a club house on the shore of McCullom Lake for the friendly gathering of telephone men, and in this club house men from the various branches of the telephone organization have gathered from time to time.

Long before radio became a national pastime, Altman was experimenting with "wireless." He learned the code and the old coherer and chemical detector were used by him in his early sets before the crystal or the tube was known. He enthusiastically followed the development of radio and built several tube sets.

Mr. Altman married within the telephone organization, for Miss Alice Laing, a toll operator, became his bride on June 4, 1900. Mrs. Altman came of a telephone family, for her father was right-of-way man for the company for many years. Her eldest son, Robert, is also following his father and grandfather in the telephone industry and is working as a transmission tester under Mr. Matlock. Two younger sons, Harold, age thirteen, and John, age six, complete the family.

Funeral services were conducted at the home by the Rev. W. G. Winn of the Presbyterian Church, on Saturday, August 16, at 3 p. m., and at the grave in the Irving Park Boulevard Cemetery by Myrtle Masonic Lodge No. 795, A. F. & A. M.

The popularity and esteem in which Roy Altman was held by his friends was shown by the large number of persons who attended the funeral, and also by the many beautiful flowers and messages of condolence received. For these expressions of sympathy and for the many acts of kindness rendered, his family has extended to his former associates in the telephone company their sincere appreciation.

South Chicago Order Clerk Taken By Death

SOUTH CHICAGO mourns the loss of Mrs. Christine Thayer, who had been order clerk at that office from December 20, 1921, until her death. Mrs. Thayer became an operator at South Chicago Office on June 23, 1920, soon after graduating from high school, and about a year and a half later was made order clerk.



MRS. CHRISTINE THAYER

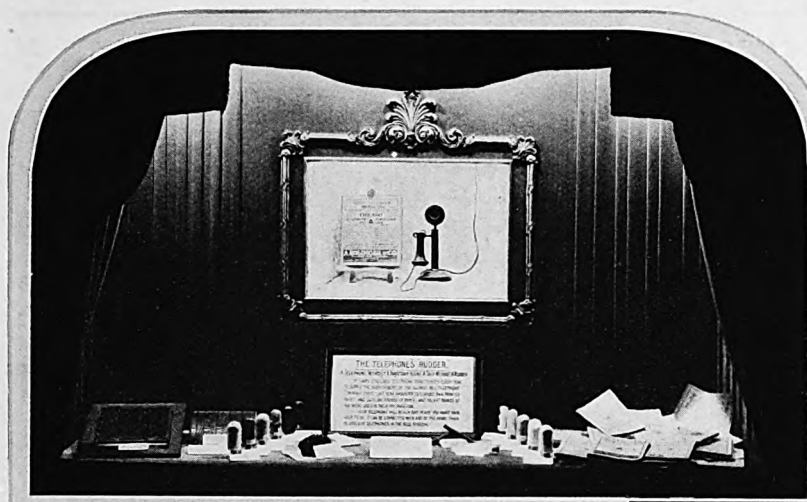
Funeral services were held at Mrs. Thayer's late home 10167 Indianapolis Boulevard, Chicago. About thirty telephone friends attended. Six South Chicago girls were pall bearers, Mrs. Mary Leinweber, Mrs. Stella Lazenby and the Misses Agnes Waddell, Caroline Sikorski, Lillian Wilkin and Evangeline Garvey. Interment followed at Oak Hill Cemetery, Hammond.

Association to "Sell" Telephone to Englishmen

"MAKERS of telephone apparatus in England," says a recent London dispatch to the *Wall Street Journal*, "have decided to boost the telephone business by using American publicity methods. They have formed the Telephone Development Association for this purpose and are carrying on a publicity campaign in the press and by moving pictures." The article estimates that in five years Great Britain is to install 3,000,000 telephones, if the movement launched by the telephone equipment manufacturers in England produces results.

This movement has also been the subject of some favorable comment in the British press. *The Electrician*, of London, for example, in an editorial published last March, compared telephone development in Great Britain with that in the United States, and remarked that "there is plenty of leeway to be made up." The editorial, however, asserted that "little or nothing is being done" to make the English people use more telephones, and added: "We are glad to learn that endeavors may shortly be made to enable this to be done," possibly "by means of a special Telephone Development Association. We welcome the idea and wish it every success." The *Electrician* continued: "It is another step towards making electricity a habit, which is heartily to be commended."

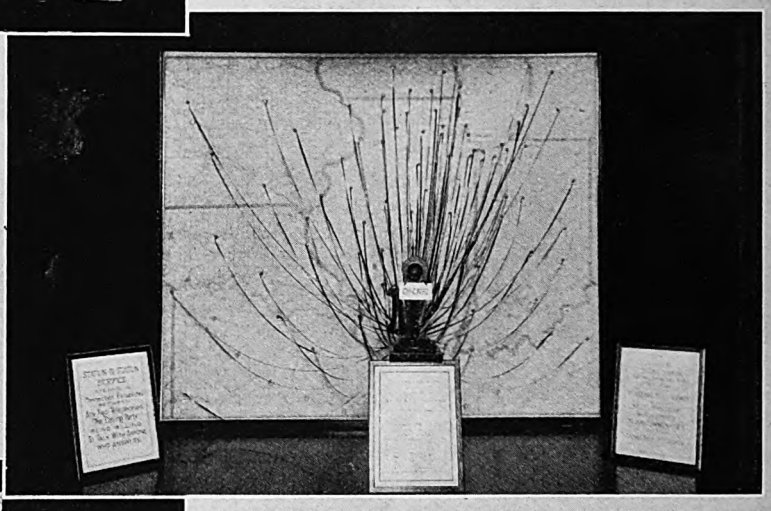
In a speech reported in the *London Daily Telegraph* at about the same time, a well known English telephone expert commented on the fact that "in America the policy of advertising the telephone has been greatly developed," and expressed the opinion that "it would probably have paid the British Post Office to have expended £10,000 yearly in that way in order to bring before the public facts connected with the service which could not be given to them in any other way."



An exhibit showing raw material used and some of the processes employed in making telephone directories. In the frame beside the telephone is a copy of the current directory of the exchange in which the display is on exhibition.

WINDOW DISPLAYS

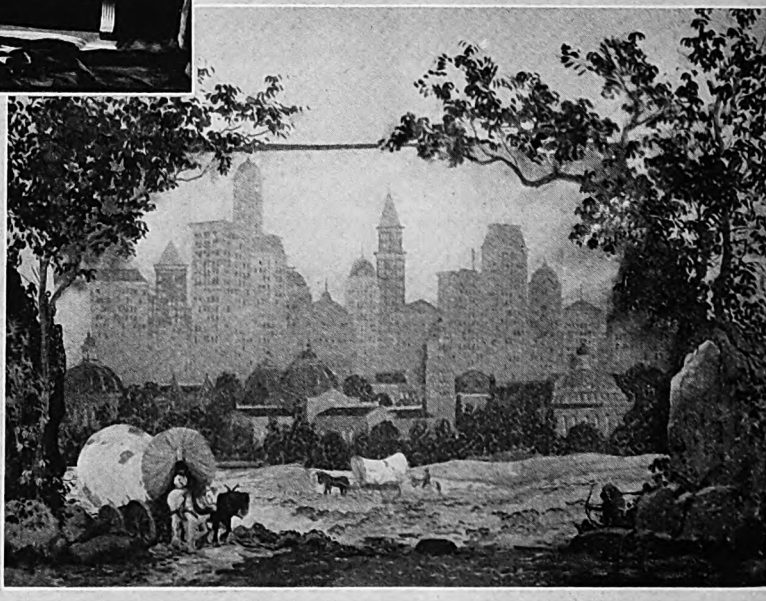
These exhibits, designed and made up by the Publicity Department, are attracting much attention. They are shown in a number of Commercial Department windows throughout the State.



A Toll Exhibit. In the background is a large map of Illinois and adjacent territory. The telephone set represents the city where the exhibit is shown and ribbons representing toll lines radiate to other places. Station-to-station rates are shown by tags.



Above—An attractive poster exhibit consisting of enlargements of two standard newspaper advertisements.



At right—A study in contrasts. The covered wagon was the means of communication a century ago. In the background is a modern large city, made possible by the modern means of communication—the telephone.

WHEN OLD FRIENDS COME TOGETHER

Should auld acquaintance be forgot,
And never brought to mind?
Should auld acquaintance be forgot,
And days of auld lang syne?

"**N**O, old acquaintance shall never be forgotten, and the memories of the old days when we worked together in 'Four Office' shall always be kept fresh in our minds,—” so saying and so doing the Mesdames Nellie Grady Crowe, Kitty Ryan Nauratil, Mayme Roden Persons, Annie Fischer Hafner, Stella Eson Dobbie and Bella Toop Ogden, who from 1882 to 1890 worked at old Four Office, Washington and Desplaines Streets, Chicago, and their manager, Paul F. Boedeker, met at the home of Mrs. Louise Guyon Colburn, another of their number, on July 30, for their annual dinner and get-together:

For auld lang syne, my dear,
For auld lang syne;
We'll tak' a cup o' kindness yet
For auld lang syne.

It was a jolly party at which these women lived over again the thousand and one events which had brought them together and bound their friendship over forty years ago, and which help to make that friendship fine and true to-day.

The first surprise of the day was Mr. Boedeker, whom Mrs. Colburn had invited to the reunion. The next surprise was the wonderful dinner, which was cooked and served by Miss Charlotte Anne Colburn, daughter of Mrs. Colburn. When the guests came to the table, they found a tiny telephone at each place, and on the place cards were the numbers—125, 128, 88, 98, 90, 95 and 101. These were the old official numbers which the women had had as operators years before. In an instant each one had recalled her number and found her place.

Then the fun began! The room was filled with the babble of voices. Eagerly, laughingly, the women slipped the everyday cares from their shoulders and became for an afternoon young girls, operators at old Four Office. At first everyone talked at once. They were all bursting with news and reminiscences. An adept listener could distinguish an enthusiastic: "Don't

you remember, Nell, that day.....," but the tale of the remembered event would be lost in a fervent: "As long as I live I'll never forget when....."

Gradually, however, the first vehement burst of conversation calmed down and one by one the stories of the old days were told and laughed over and lingered over.

There was the day, for instance, when Mrs. Colburn, then, Louise Guyon, became the first night operator in Chicago. Hers was a new kind of job, and Mr. Boedeker, her manager, was worried a little about the outcome; so, on the morning after her first night of duty, he came down very early. When he came into the operating room, however, he found a very frightened young woman, not at her place at the switchboard, but on the top of his desk on a chair. He wasn't greeted with the customary, "Good morning," either, for Mrs. Colburn's first words were: "They're that long," indicating with her hands the length of the rats which had been her companions during the night.

After Mr. Boedeker was transferred from Four Office, Miss Grady, now Mrs. Crowe, became manager. It was a big job, for she was the first woman manager the company ever had. Among other duties, the manager of a company office has to correct the girls when they make mistakes. It was Miss Grady's custom to write little notes to each girl telling her tactfully that such and such a thing was not permitted. In this way the mistake was pointed out to the one who had made the mistake and the other girls were reminded not to follow in her footsteps.

Forty years ago, there was not the unremittent rush of telephone traffic that there is to-day, and there were often long periods when a number of the twenty-eight operators at Four Office would have nothing to do but wait for a call. It was at such a time as this that a number of the girls were eating apples when Mr. Boedeker's step was heard in the corridor.

"Girls, Mr. Boedeker's coming. Throw your apples out of the window."

But Mr. Boedeker had stepped from the corridor onto the fire escape and he was more surprised than pleased, upon entering the operating room through the window, to be greeted with a shower of apples.

Dozens of other stories and jokes made the afternoon of that reunion speed with the wings of the wind. It was nearing time for the guests to bid each other goodbye and to go back to their duties and cares. Recollections were quieted for a time as each one thought of the sadness of parting



REUNION OF "FOUR OFFICE" OPERATORS AND MANAGER

On July 30, Mrs. Nellie Grady Crowe, Paul F. Boedeker, Mesdames Kitty Ryan Nauratil and Mayme Roden Persons (top row), Mesdames Louise Guyon Colburn, Annie Fischer Hafner, Stella Eson Dobbie and Bella Toop Ogden (bottom row), who worked together at old Four Office, talked over old times and friends at the home of Mrs. Colburn, 1461 Olive Avenue, Chicago.

for another year. At last one voice broke the silence:

"Girls, we had wonderful times back in those days, but I think that the most wonderful thing of all is our friendship that has grown and become stronger each year."

And here's a hand, my trusty frien',
And gie's a hand o' thine;
We'll tak' a cup o' kindness yet,
For auld lang syne.

MY TRIP TO CAMP ROOSEVELT

By Wilber Giese, Health Department

I LEFT on a Saturday afternoon from the LaSalle Street Station. It took about three hours to get to LaPorte, Ind. From LaPorte, I took an interurban car to the camp. Arriving at the camp, I was given my two blankets, mosquito netting, basin and mess kit. I was assigned to tent No. 3. I soon became acquainted with the five boys in my tent and we always got along with one another. I could not sleep the first night at camp because I was so excited. The next morning the bugle was blown at six o'clock for first call. Fifteen minutes later assembly was blown and everyone comes out dressed except for the shirt. Then follows fifteen minutes of exercises. After this we go down to the lake to wash. Then Lieutenant Boger gives us underwear inspection. After inspection the bugle is blown for mess. The boys form into their consecutive companies and then are marched into the mess hall. After mess we have a general inspection of our tent and cots. The blankets must be folded neatly at the head end of the cot. The basin should be at the foot end of the bed and the trunk on pegs in the ground.

When inspection is over our regular classes begin. First comes scoutcraft and then first aid. I received a medal for passing the tests in scoutcraft and a certificate for first aid. After first aid we have our swimming. I received a white ribbon and button for swimming seventy-five yards. When swimming is over we get dressed and go out for dinner. After dinner comes athletics, marksmanship and swimming again. In athletics we play indoor or volley ball. At marksmanship, each boy is given two targets and ten bullets, five bullets for each target. Twenty-two caliber Winchester rifles are used. The distance is fifty yards. I received my medal the first time I shot. In the evening we have supper and then parade. The R. O. T. C. and Junior Camp are reviewed every night at parade by Major F. W. Beals. After parade we have the rest of the night to ourselves. We either go to the Y. M. C. A. to see movies and boxing or just go right to bed. This program is followed every day except on Sunday when we have the whole day to ourselves.

In the Junior Camp there are over 100 boys, and this number and the R. O. T. C.'s make about 500 altogether.

Mr. Hibbard, a Bell telephone company man, did a great deal for the boys. He came to see us every day. In the Junior Camp, we had very good commanders. Captain Smittle, Lieutenant Boger, Captain Colgrove, Major Calender, Major Collins, and Lieutenant Burr are the ones who took charge of our different classes. Captain Smittle is in entire charge of the Junior Camp.

The two weeks that I stayed just flew by. I received a lot of mail and a magazine from my assistant scoutmaster, Mr. Donohue. My mother also sent several letters and a good deal of candy. The time went fast and it was time for me to leave. I said goodbye to all my friends in the camp and got on the train for Chicago. I came home about seven o'clock and gave my mother a big surprise.

—L

When I come to think about everything now it just seems like a dream. But I realize the wonderful uniform I received and how much so many people have done for me. I most certainly thank them all very, very much. I know that winning the chance for Camp Roosevelt was all due to my mother's good advice.

While he was in camp, Wilbur wrote several letters to President W. R. Abbott, who is very much interested in Camp Roosevelt and the boys of the telephone organization, and was responsible for the lad's attendance in camp. In one letter Wilbur said: "I understand that I was given the chance for Camp Roosevelt because I had a good record for work. In school I always do my best to please Mr. D'Armond and it's the same on the job. My mother always tells me to follow this motto, 'Don't see how little you can do, but how much you can do.'"

In his reply Mr. Abbott said: "It was a great pleasure to send you to camp and provide such equipment as was necessary, and I am glad that you made so much of this opportunity, although you are disappointed in not having had the opportunity to master the bugle, but you will probably do that during the coming winter.

"Your mother's advice is excellent, and if you add to it, 'Do it now' whatever you have to perform, you will be successful."

How to Prevent Accidents

By Jacob Landau, Trunk Engineering Department

I N order to prevent accidents we must first consider the sources of them. Anything mobile must be recognized as the possible source of an accident, and, therefore, must be given the proper attention. The individual is the second source to consider and is the greater problem of the two to deal with.

Human beings after many centuries conquered the lower forms of animals which were much stronger and much more agile, but, the power that made that possible was the human brain. If the brain of man saved him from animals over which he had no control, he surely ought to save himself from mechanical instruments over which he has control, and which he invented for his convenience.

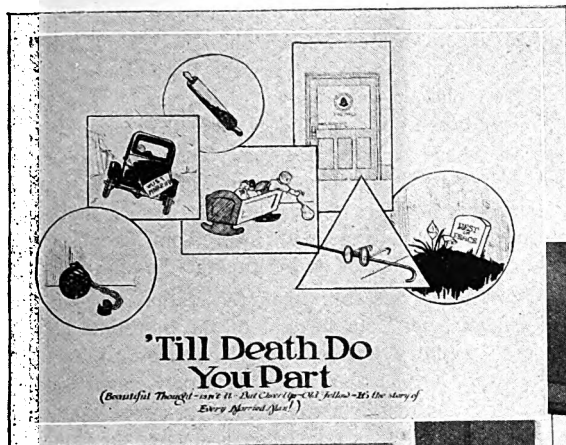
It is well worth a thought once in a while to protect oneself from possible injury. Walking or driving become habits that can be done automatically, with no thought necessary on the part of the person, yet, if thought were to be given when you are coming in contact with mobile mechanical devices or other such mechanisms, accidents might be lowered to a minimum.

A person ought never to become careless, in fact, the more alert one is to his surroundings, the less chance there is for an accident. An accident is the happening of only a fraction of a second. Sometimes it can be anticipated, but most of the time it comes unexpectedly, and with the rapidity of the action the less chance there is for a person.

In order to prevent accidents, I would suggest that more thought be used in crossing of streets, in the use of mechanical instruments and other paths where accidents are liable to happen.

Make Haste Slowly

THE advice to make haste slowly does not mean to become a sluggard in the race, but rather, by making every move count, and making every motion safe the speed desired is acquired. The attainment of speed in this manner is considerable and results in larger net accomplishments, and since what is achieved is what really counts, why rush around taking chances?



This placard standing in the center of his decorated desk



Showed Bridegroom C. R. Engle of the Long Lines Department that he had his friends' best wishes for happiness and good luck.



Miss Harriet Plasecki, Brunswick Chief Operator, became the bride of Frank Kiecal on June 18.



Miss Julia Kelly, Chief Operator at East Moline.

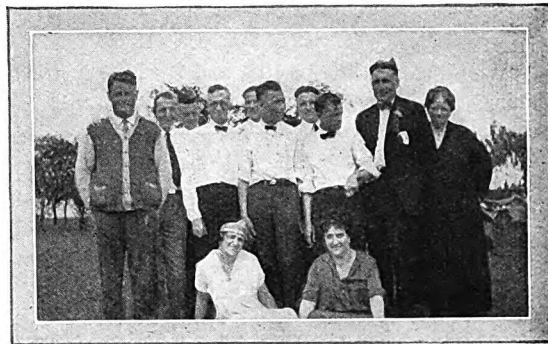


Miss Anna Mae Weliska, of Rock Island, spent her vacation at Kilbourn, Wis.

IN THE MONTH'S CAMERA CROP



Night force at Rock Island Exchange. Misses Dorothy Fredell, Martha Hussey, Gertrude McFadden, Margaret Hamlin and Mrs. Cunningham, Chief Operator, are standing. Misses Rose Roche and Grace Clegg, seated.



A few of those who enjoyed the picnic given by the Chicago evening Toll girls at Lincoln Park on July 24.



Some more of the Chicago Toll picnicers.

THE SHACK BY THE RIVER

By May T. Dewhurst

IT had been a cold, rainy spring, but July proved to be as perfect as June should have been. The rainy season had produced, however, foliage so luxuriant and green that it seemed as if the farm on the river had never been so beautiful.

The old farm house could hardly be recognized now that Mr. Wilson had built it over. A roomy piazza with big white pillars, and a sloping roof with dormer windows, had transformed the plain old house. The living room, with its great fireplace and window seats and comfortable couches, made the thought of a rainy day, or an evening at home most attractive.

But the place that created the most joy in the hearts of our telephone family was down by the river, about a quarter of a mile from the house. Here the rude little boathouse had been built over into a roomy shack and here Mrs. Freeland had ensconced herself, with her belongings. Being worried no longer with the care of the farm and with raising the interest on the mortgage, she felt a freedom and happiness that, as Katie said, made her look twenty years younger.

In this nice little shack the members of the family planned to spend their vacations. Mrs. Freeland was very happy getting the cottage ready, and she had found it pleasant to be useful to Mr. Wilson in giving meals to his workmen, thus earning enough to carry out some plans of her own to make the summer home attractive. And Mr. Wilson found it was very convenient to have the shack available while the changes were being made in the house.

"The only trouble is, Mrs. Freeland, I'm getting so fond of this cozy place and your good, plain cooking that I'll hate to settle down at the big house."

"It certainly is lovely here by the river," agreed Mrs. Freeland. "I wish our old boat was in a better condition. I'm sure Katie will want to row around in that as she did when she was about Betsy's age."

"Well, that's an easy matter and I believe it would be splendid training for Betsy to learn to row this summer. I'll fix up this flat-bottomed boat and get new oars and oarlocks and when Tom comes he can make a dock for the canoe and the sail boat I'm going to have."

"I'm afraid of a canoe," said Mrs. Wilson, "unless people have common sense and know enough to sit still."

"Well, there's danger in anything unless you use it right. You can burn your finger with a match if you are careless, but I say let our young folks learn how to manage boats and then they won't be dangerous. People who know the most don't

rock the boats or put up their sail in a high wind."

"And they must learn to swim. I want Betsy to learn, and this is just a lovely place to take lessons, and river bathing won't seem at all like the ocean she is afraid of since that terrible day."

As good luck would have it, this year, Tom's vacation came the middle of July, just a few days after Katie's began. Mary would have one week of hers during his last week; so it was planned that Mother would come with her. Tom accepted Mrs. Freeland's invitation to spend all of his time at the shack.

As the old stage carried him from the station through five miles of lovely farm land, Tom thought of the first time he saw the place when the country was flooded. The river, so beautiful now as it reflected on its placid surface the billowy clouds touched with the colors of the setting sun, then had been a roaring torrent and bore the wreckage of the flood which had devastated the valley.

At a rustic gate, just before he reached the farm, Tom saw a familiar form. As he drew nearer he was sure that Katie had never looked sweeter than she did then. It was not all because she had been living out of doors and her cheeks had caught the color which sunshine alone can give, nor was it because she wore a most adorable dress as blue as the sky over head, but there was a smile on her face that meant a welcome that only those who love can give.

And like two children they walked, hand in hand, down the winding path to the river. As they entered the woods the hush of the twilight was about them. Through the trees the river gleamed, a golden stream in the rays of the setting sun. A hermit thrush gave its beautiful liquid, lonely call. Katie and Tom stood still to listen and, very close to him, Katie said, "Oh, Tom, if we could be forever like this, so young, so happy, together!"

"We can, dear. We may not look so young to other people, but if we are together we'll always feel the same."

The beauty around them, the ethereal call of the unseen bird, the thrill of a perfect understanding, held them and as they looked into each other's eyes they felt, as never before, the sacredness of the love which bound them.

"Oh, Katie! has your Mr. Tom come?"

It was Betsy calling and the loiterers hastened down the path to meet her, and so Tom entered camp with his two girls.

It was the small one, however, who made him look at the *Katydid*, the wonderful rowboat, before he went into the shack.

"My mother said I could stay to supper if you asked me to," said Betsy, very politely.

"All right, Betsy, I'm going to see if Mrs. Freeland asks me and if she doesn't ask both of us, we'll go off in the boat and catch a fish and have supper all by ourselves."

Mrs. Freeland stood in the door of the pretty little cottage and her smiling welcome was so hearty that Tom said, "Yes, Betsy, come on, she wants us to stay and I'd lots rather have this supper than a fish,



wouldn't you? See, she's got a place for you by my side and Bob is going to sit on the other side of the table and keep Katie from eating too much."

"But I don't suppose I can keep you from eating too much, Mr. Tom!"

"Nobody could do that," said Katie, as they all laughed at the serious face of the child.

"Well, Katie," said Tom, "if your mother makes such date muffins as these she's responsible for the consequences. And what do you think of these croquettes, Betsy? Aren't they about right?"

"Oh, Katie made those this afternoon; I saw her fix them with crumbs and eggs and everything. And Katie made that loaf of cake, too, and I had the bowl to scrape."

It was a jolly supper and it was lovely to look out on the river through the trees. Tom said that he could see fishing and picnics and swimming enough to fill two weeks to the limit with a good time. And he promised Betsy to take her out in the boat the next day if she would show him the way to her new home to-night, which she promised to do, hastened a little by the sound of a whistle that Katie said meant: "Come home, Betsy."

At the Wilsons' house Tom was heartily welcomed. Mr. Wilson showed him all around the place, and Betsy insisted he must see her room, for it used to be Katie's when she was a little girl.

"Tom," said Mr. Wilson, "I've got a canoe here that I guess you and Katie would like to use this moonlight night. It's out in the barn now, but I think you and Bill can get it down to the water. The boat is all right for Betsy and for family affairs, but there is nothing quite so romantic as a canoe."

"If you know how to use it!" added Mrs. Wilson. "I'd trust you anywhere in one because we used to have such good times long ago, but does Tom know how to paddle?"

"Oh, yes, I'm half Indian. I take to a canoe as a fish to the water. Don't worry! If Katie moves around in it, I'll put her on the shore."

"No you won't," retorted Katie, with a toss of her head. "Before your vacation is over, I shall know how to paddle as well as you. I'm going to try it in my bathing suit to-morrow morning."



BLACK HAWK

Lorado Taft has perpetuated the memory of this famous Indian by this finely executed statue which stands on a bluff overlooking the Rock River.

"Come on, Beth," said Mr. Wilson, "let's take some pillows and go out a while ourselves. This moon is too good to waste, and you and Katie in the middle for ballast and Tom and I to paddle will make a good 'foursome.' I don't believe in letting these young folks have all the romance."

"Yes, do come!" urged Katie. "I like to think folks don't get over being romantic."

The water was smooth and the women lying on the cushioned canoe could look up into the starry sky while the canoe glided along, hardly disturbing the stillness of the night as the skillful paddlers urged it on with a rhythm of motion that made the two men seem like a part of the canoe itself.

"I do hope nobody will invent a machine to run a canoe. I just love to lie here and watch you. You don't seem to be working, if you are," said Mrs. Wilson.

"No, this is play just because we love to do it," said her husband. "I feel like one of the natives who used to glide around on these waters."

"Poor Indians, driven out to make room for us! I felt ashamed as I came by that beautiful statue of the Indian on the bluff. He seemed to be looking over his lost kingdom."

"Yes, that is Black Hawk. I'm glad Lorado Taft has given him a monument. I remember when that was dedicated. That must have been in 1911."

"I guess Katie and I will have a picnic some day and see that monument if it's not too far," said Tom. "Wouldn't you like that, Katie?"

"You've been so still, Katie," said Mr. Wilson, "that I thought you were asleep."

"Oh, no," protested Katie, "I'm so happy out here, and it is so beautiful that I don't need to say anything."

"Oh, yes, I know just how you feel, Katie," said Mrs. Wilson. "Even now, at my age, I feel like staying out here all night, but I guess we better go back to the house now Ted and let Katie and Tom stay longer if they want to."

"We'll take a look at the boat, I guess," said Tom. "I promised Betsy to take her out in the morning and teach her how to row."

"I'm afraid," said Mrs. Wilson, "that Betsy is going to interfere with your plans with Katie. I shall try to keep her amused



"As the old stage carried him from the station through five miles of lovely farm land, Tom saw the river, beautiful as it reflected in its placid surface the billowy clouds, touched with the colors of the setting sun.—"

away from you some of the time, but she certainly does love to be with 'her Tom.'"

"She'll never bother us," said Katie. "We love her as much as she loves us, and we both will learn to row in the morning."

As Mr. and Mrs. Wilson stood on the hill and looked back at the river shining with the bright moonlight they saw Tom giving Katie her first lesson. They were both in the middle seat of the row boat and while Tom had one oar and Katie the other, Tom, for Katie's more perfect protection seemed to find it necessary to keep one arm about her.

"It looks to me," said Mr. Wilson, "as if they weren't going to learn much about rowing to-night and, on the whole, I think a flat-bottomed boat with a seat like that has some advantages over a canoe."

"Aren't they a lovely couple?" said Mrs. Wilson with a sigh. "I wish we were back to those days when we, too, were as young and happy as they."

"You don't mean that, dear! We are happier than they and are going on and on getting happier. Come on in and take a look at Betsy and then tell me if we aren't a lot happier than anyone else in the world."

"Hoorah—We're in First Place"—Dream.

"AND then my pipe went out! But, gee, that was some dream," said a member of the Accident Prevention and Health Betterment Committee recently, "and believe me it was surely a grand and glorious feeling. Yea, boy, t'was more than that. For five long years the Bell Telephone Company of Pennsylvania sat in that much coveted position of first place in the Bell family's accident prevention race. No other company seemed to be able to disturb them very much. And then, so I dreamed, the I. B. T. Accident Prevention and Health Betterment Committee got right down to business and made up their minds to occupy that golden chair. Up, up, up, we went until we reached that enviable goal, and I was just beginning to enjoy that joyous and triumphant feeling when I was rudely awakened by the office boy, who shoved a copy of the *Telephone News*, the Pennsylvania company's monthly magazine, under my nose; and what do you suppose was the first thing my eyes rested upon?"

Ho, ho, hum, and a couple of more ho, hos! For what I saw took that grand a glorious feeling right out of me. It read like this—'Hoorah, Back in First Place! By thinking safety code, the crowd put the Bell of Pennsylvania at the head of the Bell System Accident Prevention Race for the first quarter of 1924. Let's keep it there!'

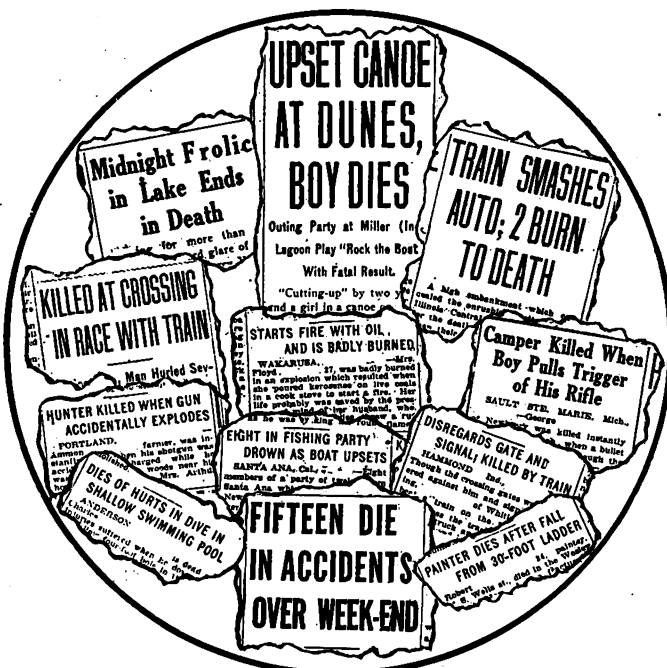
"Well, I was completely awake by this time, for I well remembered, we, the Illinois Bell, instead of being in first place were struggling along 'way down in eighth place. We had managed during 1923 to get up to third place, but only remained there one quarter—then we 'skidded.' The fourth quarter showed us in fifth place and after the storm of the first quarter of 1924 cleared, we found ourselves in eighth place.

"But now, folks, let me ask you: Honestly, wouldn't it be an honest-to-goodness grand old feeling if you could justly say, 'Yes, I work for the Illinois Bell, which leads all other Bell companies in accident prevention work.' Well, there is no reason why we can't be able to say those very words. If the people of the Pennsylvania company can do it, so can we; all we have to do is simply 'get together.' You must help your co-workers to realize accident prevention is not simply company propaganda, but they, the employees, are the principal beneficiaries in the work.

"Below is the standing of the eight highest Bell companies for the first quarter of 1924. We have a few more months left this year—let's make up our minds to better our position."

Company	Place	Accidents per 1,000 Employees
Pennsylvania	1st	1.7
Chesapeake and Potomac	2nd	1.8
New York	3rd	4.7
Wisconsin	4th	4.7
Mountain States	5th	5.1
Southern	6th	7.6
Long Lines	7th	7.8
Illinois	8th	7.9

"We are certainly glad to see the Bell of Pennsylvania where they are. We congratulate them and we would enjoy very much being runner-up for the position."



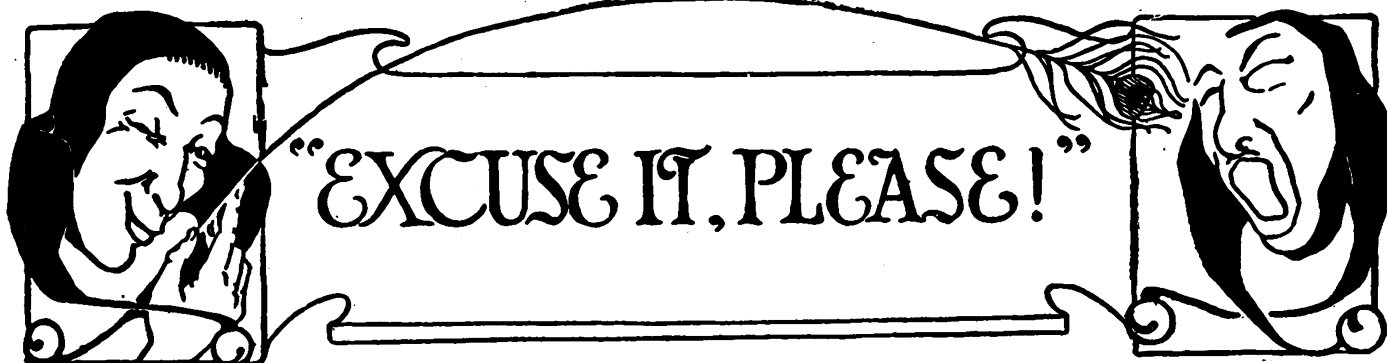
TRY ANY ONE OF THESE STUNTS

If you want to get your name into the papers and have your friends spend a little money for flowers.



WHO HAS THE RIGHT OF WAY?

The other fellow—always! He may do the wrong thing, so don't depend on him if you want to avoid an accident.



Easily Understood

"Pap," said the colored youth, "A'd like yo' to expatiate on de way dat de telephone works."

"Dat's easy 'nuff, Rastus," said the old man. "Hit am like this: Ef dere was a dawg big 'nuff so his head could be put in Bosting, an' his tail in New York, den if yo' tramp on his tail in New York he'd bark in Bosting. Understand, Rastus?"

"Yes, pap! But how am de wireless telegraph?"

For a moment the old man was stumped. Then he answered easily: "Jess prezactly de same way, Rastus, wid de exception dat de dawg am 'maginary."

When Numbers Mattered

A subscriber at Minden, Neb., inquired the rate to Hastings. The operator informed him the rate was forty-five cents, person-to-person, and thirty-five cents, station-to-station. The subscriber wanted to know:

"Thirty-five cents station-to-station—well, how many stations are there between here and Hastings?"—*Northwestern Bell.*

Well Informed

First Student: "Are you sure your fo:ks know I'm coming home with you?"

Second Student: "They ought to. I argued with them for a who'e hour about it."—*Hamilton Royal Baboon.*

Poor Old Lizzie

Hill: "What in the world is the matter with Cloninger?"

Davis: "I happened to mention that I have just seen a goat in the back yard eating a can, and he said, 'Great Scott, I left my flivver out there!'"—*Clipped.*

Webb Feet

Sweet One: "Are you from the Far North?"

Ole: "No, why do you ask?"

S. O.: "You dance as if you had snowshoes on."—*Exchange.*

Songs Were Songs

"This song about bananas makes me sick," said the foolish old gentleman. "In my day we had songs like *Ta-Ra Ra Boom de Ay* and *Daddy Wouldn't Buy Me a Bow-wow*, that had sense to 'em."—*Clipped.*

Fierce Variety

Engineer: "And poor Harry was killed by a revolving crane."

Englishwoman: "My word! What fierce birds you have in America."—*Clipped*

Everything is in Favor

A young country minister, noted for his jollity, was dining at a farmhouse one Sunday, and when his plate of roast chicken was passed to him he remarked: "Well, here's where that chicken enters the ministry."

"Hope it does better there than it did in lay work," answered the grouchy farmer. —*Selected.*

Caught

"Say, there black man, cain't yo play honest? Ah knows what cairds ah done dealt you."—*Voo Doo.*

Nourished

An old darky was sent to the hospital of St. Xavier in Charleston, S. C. One of the gentle, black-robed sisters put a thermometer in his mouth to take his temperature. Presently, when the doctor made his rounds, he said:

"Well, Sam, how do you feel?"

"I feel right tol'ble, boss."

"Have you had any nourishment?"

"Yassir! A lady done gimme a piece of glass to suck, boss."—*Arrow.*

Try and Find Out

Magistrate: "This man's watch was fastened in his pocket by a safety chain. How did you manage to get it out?"

Pickpocket: "My fee, your worship, is three guineas for the full course of six lessons."—*Passing Show, London.*

Worse

"The only thing for you to do is to go around and ask her to forgive you."

"But I was in the right."

"Then you'd better take some flowers and candy with you, too."—*Mugwump.*

Total Blank

"I don't think he knows much."

"I believe he doesn't even suspect anything."

TELEPHONE TERMS



DON'T JICCLE THE HOOK

The Telephone News



To-morrow's Telephones

So vital a factor has the telephone become in American life that the demand for it would undoubtedly grow even without increases in population. New businesses are founded; others expand. New homes are established in town and city, in suburban dwellings and apartment houses.

To meet the needs of America, to-day and to-morrow, with the best and cheapest telephone service, is the responsibility of the Bell System. The telephone will grow with the population and prosperity of the country, and the plans of to-day must anticipate the growth of to-morrow.

The service which is given to-day was anticipated and provision was made for it, long in advance. Money

was provided, new developments were undertaken, construction work was carried through on a large scale. The Bell System, that is, the American Telephone and Telegraph Company and Associated Companies, has continuously met these requirements. It has enlisted the genius of technical development and the savings of investors for investment in plant construction.

Over 315,000 men and women are owners of the American Company's stock and over half a million are investors in the securities of the System. With a sound financial structure, a management which is reflected in a high quality of telephone service, the Bell System is enabled to serve the increasing requirements of the American public.



**AMERICAN TELEPHONE AND TELEGRAPH COMPANY
AND ASSOCIATED COMPANIES**

BELL SYSTEM

One Policy, One System, Universal Service

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BELL TELEPHONE NEWS



OCTOBER
1924



October

October comes bearing
the richest hues,
Russet and scarlet,
yellow and vivid
blues.

The corn which but a few short weeks ago
Was standing, nodding in long rustling rows,
Is cut and garnered now and bound in cone-
shaped shocks,
Through which a saucy wind plays hide and
seek and mocks
The solemn, clumsy, yellow pumpkins that in
scattered array
Await their transformation on the eve of All
Saints' Day.

BELL TELEPHONE NEWS

Volume 14

CHICAGO, ILL., OCTOBER, 1924

Number 3

BELL SYSTEM PLAYS IMPORTANT PART ON DEFENSE DAY

Links 18 Broadcasting Stations and Four Army Corps Headquarters with National Capital Over 19,000-Mile Circuit for Mobilization Program—Biggest Event of its Kind Ever Attempted

ONE of the far reaching services which the Bell System's telephone lines could render in case of national emergency was well illustrated on the evening of Defense Day. Nineteen thousand miles of circuit had their focus in the national capitol and were operated as a single unit, enabling the generals in charge of the Defense Day activities at four widely separated army corps centers of the country to communicate with their headquarters in Washington, where sat the Hon. John W. Weeks, secretary of war, and General John J. Pershing.

In addition to bringing into Washington direct reports from the corps areas, the 19,000 mile telephone network was tapped in eighteen cities throughout the country to permit the proceedings to be broadcast by as many radio stations. This is the greatest nationwide broadcasting event on record, stations extending all the way from Boston to San Francisco and from Minneapolis to Atlanta and Dallas being tied together by the Bell System long distance lines. How many people heard the final program of Defense Day as broadcast, it is impossible to say, but it was an event never to be forgotten by those numbered among the radio audience. This use of the circuits, which virtually reduced the nation to the dimensions of a small chamber for the time being, was the Bell System's contribution to Defense Day and the success of the event was facilitated by the fact that it was under the auspices of the army authorities.

At 9:15 p. m. eastern standard time, Major General C. McK. Saltzman, the chief signal officer of the army, was introduced to the radio audience by the announcer of WCAP, the radio station of the Chesapeake and Potomac Telephone Company. General Saltzman was followed by Secretary Weeks who, after a short address in which the work of General Pershing, the retiring general of the armies of the United States, was eulogized, introduced the general himself. General Pershing was followed by General Carty and it was under his direction that the major demonstration of the telephone network was given. He called the roll of the four army corps centers, after which General Pershing obtained in turn a report of the day's activities from Major General Robert Lee Bullard in New York, Major General Harry

C. Hale in Chicago, Major General George B. Duncan in Omaha and Major General George C. Morton in San Francisco.

This necessitated two-way transmission over part of the network. Ordinarily, in the connecting of broadcasting stations together so that they may receive a common program, transmission is merely one-way, that is, outward from the point at which the program is rendered. To permit of two-way transmission, the main circuit of the network which connected San Francisco with Washington and which passed through the other army corps centers was operated on the "four wire" principle, one pair being used for transmission in one direction and one pair in the opposite direction. It was this arrangement that gave rise to the rather paradoxical fact that each radio station heard the various speakers by way of Washington. For example, when Major General Morton in San Francisco talked into his transmitter, his words were not carried directly to station KGO just across the bay in Oakland, but first went to Washington over the pair of wires used for transmission eastward and then came back on the pair used for transmission westward, making a total journey of some 6,000 miles before reaching station KGO. This may seem, at first sight, to be an unnecessarily complex method of distributing

the program, but when it is remembered that Major General Morton in San Francisco was relayed not only to station KGO but also to seventeen other stations, many of them in the eastern part of the country and most of them not on the direct route of the transcontinental circuit, it is evident that to have everything go by way of Washington became the most logical arrangement.

As already stated, a broadcast program carried on from eighteen stations scattered throughout the entire country and connected by 19,000 miles of telephone circuit is the largest event of its kind on record. The proper handling of such a vast array of stations and lines is an engineering problem of the very first magnitude. A supposed analogy is sometimes drawn between train dispatching and telephone dispatching, and while there are certain similarities there is one outstanding difference. In dispatching trains, it is only necessary to know the condition of the track a short distance ahead

GENERAL OF THE ARMIES
WASHINGTON.

September 15, 1924.

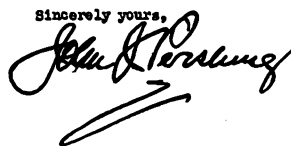
Mr. H. B. Thayer, President,
American Telephone and Telegraph Company,
195 Broadway, New York City.

My dear Mr. Thayer:

May I take this opportunity to express my appreciation to you and through you to the American Telephone and Telegraph Company and its Associated Companies for the generous participation in the Defense Test. In addition to the use of the physical facilities of your great communication system, which have contributed an important part toward the success of this undertaking, the spirit of cooperation evidenced in this matter is, indeed, a symbol of patriotic devotion to the ideals of our country.

In leaving the active service, I send this word of grateful remembrance of the aid furnished me by your signal communication forces in France during the World War.

Sincerely yours,



of each train. Before any telephone traffic can be dispatched the circuits it requires must be operative as single units from end to end. Whereas a train travels but a few feet a second, telephone currents move virtually with the speed of light, so that every point of the 19,000 miles of line received the program at virtually the same instant. The time required for words to travel from San Francisco to Washington or in the reverse direction was only 1/50 of a second and obviously in order to do what was required of it the nationwide network had to be in perfect operating condition over every inch of its length throughout every moment of the program.

General John J. Carty, speaking from the War Department Friday night, introduced the call of the roll of generals with the following significant paragraph: "To illustrate in a practical manner the functions of communication, I will now call over the long distance wire a number of cities and towns extending from the Atlantic seacoast westward to the Pacific, placing all of them in direct wire communication with this room at Washington. Tonight the radio stations are connected with these wires, so that the radio listeners may hear the conversations taking place over them. In the event of a national emergency, such messages would not be heard by the radio listeners, but would only reach the individuals for whom they were intended."

General Saltzman before closing the exercises Friday night said. "It has been an epoch making event in the history of communication. The department desires me to express its appreciation to the American Telephone and Telegraph Company and its Associated Bell Companies for all that they have done to make this possible to-night."

The stations participating were WCAP, Washington; WEAF, New York; WOO, Philadelphia; WJAR, Providence; WNAC, Boston; WGY, Schenectady; WGR, Buffalo; KDKA, Pittsburgh; WLW, Cincinnati; WGN, Chicago; WLAG, Minneapolis; KSD, St. Louis; WDAF, Kansas City; WOAW, Omaha; KLZ, Denver; KGO, Oakland; WSD, Atlanta; WFAA, Dallas.

General Manager Appointed for Long Lines Department

EFFECTIVE September 22, T. G. Miller was appointed general manager of the Long Lines Department. The Commercial, Traffic, Plant and Engineering Departments now report to the general manager.

After leaving college in 1900, Mr. Miller worked several

years for the construction department of the National Railway of Mexico before entering the telephone business. He came with the Bell System in 1904, starting in the Long Lines Department, New York, under F. A. Stevenson, and since then has been a member of the organization. During 1906 and 1907 he was district supervisor of line maintenance at Atlanta, Ga. Shortly before the Plant Department was organized he returned, late in 1907, to the general office in New York. In 1913 he went to Chicago as division plant superintendent and remained there until 1919. When the company was put under government control he returned to New York as acting general plant superintendent and in 1920 was made general plant manager.

"No Accident—No Fire Week"

TO ALL EMPLOYEES:

THE week of October 6 to 11, inclusive, has been set aside by the National Fire Prevention Bureau, the National Safety Council and the State and Municipal Fire Marshals, together with the other civic bodies, as "No Accident—No Fire Week."

By enlisting the care and attention of everyone, it is believed that not only will accidents and fires during that week be reduced to a minimum, but that as a result of the special consideration and attention given to fire and accident prevention during this week, greater care with reference to these subjects will be exercised throughout future weeks.

As a company, we are desirous of doing everything in our power to assist in furthering the objectives sought by this plan, and I trust that every employee will do his utmost to assist in making this week a success. Your hearty coöperation is requested, not only during hours of employment, but at all times throughout the week.—F. O. HALE, *Vice President and General Manager.*

French Statesman Lauds American Telephone

THE American telephone system was highly praised in the French senate recently by Senator Brangier. In the course of a debate on government ownership occasioned by a bill to abolish the French government's monopoly of the match business, M. Brangier cited the telephone system of the United States as an example of the efficiency resulting from a company-owned and operated service, which he declared to be superior to a state-owned system. At the conclusion of the debate the senate voted to take the French government out of the match business and turn that industry over to private enterprise.



The Illinois Bell Telephone truck which aided in establishing temporary telephone service to WMAQ from the flying field for the occasion. E. G. Dedouch, Exchange Repairman, is standing on the truck.



F. J. Ashley of the Western Electric Company took these pictures at the Maywood Flying Field when all Chicago was greeting the famous airmen after their flight encircling the globe.

STAGE ALL SET FOR PIONEER MEETING

FINISHING touches, many and elaborate, a few last rehearsals, the coördinating of the final arrangements, the working out of some minute details, and the stage will all be set for the annual convention of the Telephone Pioneers of America to be held at the Edgewater Beach Hotel, Chicago, on October 10 and 11.

A large reception committee, composed of members of the Theodore N. Vail Chapter of the Telephone Pioneers, will meet the trains on which the larger parties of delegates are expected. This committee will also act as ushers for the meeting on Friday morning. Every delegate and every guest will be welcomed and made to feel at home by the committee of which C. W. Bergquist of the Western Electric Company is chairman.

W. A. Titus, who is assisting Mr. Bergquist on the Reception and Publicity Committee, says that the committee has also made plans for taking pictures of the many interesting events and delegates.

More than 1480 Pioneers and their guests had registered with Frank Redmund, chairman of the Registration Committee, at the time this magazine went to press. The number of registrations coming in every day, however, indicates that a record breaking crowd may be expected.

Chief among the plans to offer the visiting Pioneers every convenience is the providing of an attended station in the Berwyn Room of the Edgewater Beach Hotel, in the same wing in which the convention is to be held. The plans for this station have been carefully worked out by J. L. Campbell, chairman of the Telephone Service Committee.

These plans call for a three-position switchboard and twenty-four booths which will be served by sixty trunk lines, providing local, toll and long distance service. Twenty experienced pay station attendants, fifteen women and five men will be on duty from seven in the morning until midnight. W. A. Sepke of the Traffic Department has been assisting Mr. Campbell in the perfecting of these plans.

According to F. A. dePeyster, chairman of the House Committee, no effort has been spared to make festive the meeting places for this gala occasion. A huge electric sign will be placed on the southwest corner of the hotel. It will bear the word "Welcome" in amber lights, and the insignia of the Telephone Pioneers of America in blue lights.

White satin pennants with the chapter names in blue will be placed about the ball room to serve not only as decorations but as guide posts for the members of the various chapters to locate their friends or a meeting place. Pioneer flags will fly from alternate flag poles on the hotel, sharing for a few days the glories of the American flag which will fly from the other hotel poles. An especially beautiful flag will fly from the top of the hotel tower, and at night it will be brilliantly illuminated.

The hotel, however, will not be the only spot in Chicago that will be decorated in honor of the convention. The lobby of the Bell Telephone Building will be made gay with the Star Spangled Banner, Pioneer and Bell System flags, together with autumn colors and a large shield.

Entertainment, of course, plays a great part in the success of any convention, and the Entertainment Committee, headed by A. P. Allen, promises an interesting and amusing program for a portion of each day of the convention.

Three evenings of informal dancing from eight-thirty till midnight, in the beautiful, new crystal ball room, will be one of the most popular amusements. An orchestra of exceptional ability has been engaged to play, and it is confidently expected that

every Pioneer will decide to renew his youth at the fountain of breezy fox trots and dreamy waltzes.

On Friday evening there will be a continuous movie show in the blue room, which is just under the ball room in the new section of the Edgewater Beach Hotel. The pictures will be telephonic in character and of special interest to Pioneers. The Pioneers and guests will be welcome to come and go as they please at any time during the performance.

The Weather Man will have a lot to do with the plans for Saturday afternoon. If he is willing and the weather is warm and fair, there will be a swimming exhibition and aquatic sports at the Edgewater Hotel beach put on by members of the Illinois Bell Telephone Swimming Club.

Every Pioneer who attends the big show on Saturday night—and all of them will—must prepare himself to view calmly the extraordinary things that will be shown to him. He will be mystified, thrilled, enthusiastic, as he is shown one scientific demonstration after another. Developments in art of radio, telephony and photography that have never before been given out to any group will be explained and demonstrated to Pioneers on the last evening of the convention.

When the Pioneers visit the Western Electric Company's plant at Hawthorne on Saturday morning, they will be divided into groups and a competent guide will show them many interesting processes and scenes.

Massachusetts City Pays Honor to Bell's Work

ALLEXANDER GRAHAM BELL did a great deal of his experimental work, leading up to the invention of the telephone, in Salem, Mass., where he lived as a tutor for the deaf child of Thomas Sanders. He lived and worked in the home of Mr. Sanders' mother. That house has been removed and the building of the Salem Y. M. C. A. has been erected on the site.

On June 5, a room in this building was dedicated as an historical memorial of the association of the place with the invention of the telephone, and a set of models of early telephone instruments was presented by E. W. Longley, vice president of the New England Telephone and Telegraph Company. Thomas A. Watson, Bell's assistant in the early work of the telephone, who was also a Salem boy, was present and delivered an address on the first days of telephony. George T. Sanders of Philadelphia, the deaf child, who brought Bell and the telephone to Salem, also was present, and a number of other members of the Sanders' family. So, too, were about twenty-five persons who had been present at a meeting of the Essex Institute in Salem in 1877 when Bell gave his first public lecture on the telephone.

An extract was read from an address by Thomas Sanders, recently discovered, giving his own account of his agreement with Mr. Bell, shaking hands, as he said, in front of the furnace in his mother's house, whereby he was to supply Bell with the money necessary for his experiments and for patenting his inventions.

It Isn't So!

"WHINIVER I read," said Mr. Dooley, that th' wurrold is goin' to pot, that th' foundation of government is threatened, that th' whole fabric iv civilised s'ciety is in danger, that humanity is on the down grade, an' morality is blinkin', that men are becomin' drunkards, an' women gamblers, an' the future of the human race is destruction, I can always console mesilf wi' wan thought"—"What's that?" asked Mr. Hennessey. "It isn't so," said Mr. Dooley.

USE A THIMBLE AND SAVE THE DOLLARS

Making Her Own Clothes Saves a Girl Money and Gives Her More and Nicer Dresses

THE high cost of looking lovely—of keeping her wardrobe supplied with the necessities of dress and satisfying her perfectly natural desire for pretty clothes, and at the same time keeping her outlay within reasonable limits, is the constant problem, not only of the girl who earns her living but also of the wife of a man of moderate income.

High prices and ever changing styles are perhaps the most important reasons why we girls never are quite able to have all the dresses and hats, blouses and "undies" that we want. Dame Fashion and the monetary tributes she exacts seem always to stand between us and some very feminine piece of apparel or chic accessories that we'd give most anything to possess.

Daily we hear our friends say, —or say it ourselves—"I saw a love of a blue silk dress to-day, but they were asking \$50 for it! It was the simplest thing,—just straight with two rows of tucks in the skirt and lace at the neck and on the sleeves."

We sympathize with the girl who says that, and we wish that somehow we could manage to have the clothes we want without paying high prices for them.

Can't we? Why let \$50 stand between us and a dress that is "the simplest thing."

Why should we let high prices keep us longing for clothes we can't afford and want when we have ten perfectly good fingers and the ability—latent, maybe, but surely there—to make our own clothes?

Why keep yourself eternally in debt if you can, with a little effort, do for yourself what one would have to pay a large price for someone else to do?

Of course, all of us will ask ourselves and our friends a number of questions before we start to work on our own clothes.

"Is it worth the effort?" we shall say. "Would we save enough money? Would our clothes look right? Can we find the time? Do any of the other girls make their own clothes? Can we get away from that 'home made clothes' look, which might stamp us at once as sensible but a little out of date?"

Let the girls whose pictures appear on these pages tell their stories. They are three of our co-workers, and because their problems are similar to ours, because they have practically the same

amount of money to spend as we, they are very well fitted to answer our questions.

Miss Lylas Schultz, a supervisor at Belmont Office, Chicago, is wearing a stunning street or business dress made of flannel in the newest Ashes of Roses shade. Miss Schultz made this dress herself during the odd hours and half hours of two days at a total cost of \$9.65. The pattern used was a Fashion Dress, No. 4098 and cost sixty cents. It required two and a quarter yards of the flannel which cost \$7.40

Around the bottom, down the front next to the buttons, and finishing the reverse, the cuffs, and chic stand up collar are two rows of narrow silk braid which cost twenty-five cents. The buttons, large and round, give the dress a bit of a French touch and are a concession to the latest dictates of fashion. They added \$1.20 to the price of the dress. Silk thread cost twenty cents, making the total cost of the dress \$9.65.

Is this dress that Miss Schultz is wearing worth the effort it took to plan it, buy the materials and make it? That question, it seems, is needless, if not out of place. Not one of us girls can look at it and not wish that we had one similar to it. Is not that a feminine admission that Miss Schultz's effort was well worth while?

How much money did Miss Schultz save on her dress? At least \$25. Most of the larger Chicago stores are charging \$35 and \$40 for simple, appropriate business and street dresses. If one is very fortunate, or a good shopper with plenty of time to go from one store to another and look over and try on dresses, she might be able to get a dress similar to this one for \$25 or \$30, but she would not get as good material as Miss Schultz bought or as good workmanship as she put on this dress.

One of the chief reasons for most of us not wanting to make our own clothes is that we are afraid we won't look just right. We think that because we have fashioned a garment with our own hands, we shall look different from the other girls,—odd, perhaps. We're more afraid of being accused of looking "home made" than of owing money or of being a borrower. Nothing could look less "home made" than this simple, stylish frock. There is an air of individuality about it that lends a charm that most ready made clothes do not have. Miss Schultz can be



secure in the thought that there is only one dress in the country like hers and that is hers. She need never worry about meeting a duplicate on the street or in the office. She has expressed herself and her personality in her dress and that more than compensates for even the least, the tiniest fear, unfounded as it would be, that her dress might not look right, might give her a "home made" appearance.

And what about the time that Miss Schultz spent in making her dress? Well, what about it? She spent the odd hours and half hours in sewing. A minute here, five minutes there and the dress is basted together. Fifteen minutes now, fifteen minutes later and the braid is sewed on. Little by little the soft woolly material takes the shape of a dress. Few minutes by few minutes it is finished. It

sounds easy, we say. It is easy if we make up our minds and then do it.

But Miss Schultz is not the only one of our fellow workers who uses her odd moments, saves herself a lot of money and has lovely clothes.

There is Miss Hannah Coyne, the girl in the left picture at the top of the page. Miss Coyne is an operator at Calumet Office, Chicago, and besides working every day, having a good time and doing well all of the little odd jobs that every girl is busied with and usually annoyed by, she makes almost all of her own clothes,—and pretty clothes they are, too.

When she posed for this picture, Miss Coyne was wearing a three-piece suit made of brown, brocaded chenille with the blouse of tan crêpe, the total cost of which was \$29.20. The skirt and jacket of the suit required three and a half yards of the chenille at \$6 a yard. One and a quarter yards of the crêpe came to \$5 and were used for the blouse and the lining of the jacket. The lace collar was \$2, patterns eighty cents, and thread forty cents.

This little suit, with its simple lines and conservative style, may be worn not only to work but for more dressed up occasions. It would be hard to reproduce it at any of the women's shops for less than \$50; so Miss Coyne has saved at least \$20 by using her spare time for a week.

For afternoon or evening wear, the cocoa colored Corjan crêpe dress that Mrs. Carmen Pickering, a supervisor at Dearborn Office, Chicago, made and is wearing in the picture at the right, is very good. It would take \$40 or \$45 to buy this dress that cost



Mrs. Pickering \$23.52 and three evenings to make.

The crêpe, which is of heavy texture and soft sheen, was \$5 a yard and the dress required two and a half yards. The tan lace used for the trimming cost \$9.75 for the yard and five-eighths used. Two spools of silk thread and a sixty-cents pattern were the only other expenses.

Here are examples of what three of our friends have done for themselves. Cannot we do as much for ourselves?

Mrs. Pickering, Miss Schultz and Miss Coyne are only three from a number of girl employees of the Illinois Bell Telephone Company who are solving their dress problems by making part or all of their clothes. These girls are saving from fifty to sixty per cent of the money they would have to spend for the

same things at a shop, their clothes last longer, and, as a rule, are more becoming and appropriate.

The girl who makes her own clothes can afford to have the sort of dresses that look best for work as well as the frilly, lacey, dressy clothes that she can't help but crave for parties and other "dress up" occasions. The home dressmakers, therefore, solve two problems at once. They save a large part of every pay check by using their fingers, and they look better because they are more appropriately dressed.

But, if we have never sewed before, how shall we go about getting started? Who will help us over the first hard spots?

It is best to start on a simple garment and learn to adapt the fingers to the plying of a needle and the feet to the running of a sewing machine before you fashion yourself a dress of more expensive material and difficult design.

Why not begin on a nightdress? First, buy a pattern. There

are many different kinds of patterns on the market, all of them good, which will give you full directions as to the amount and kind of material needed, the way to cut the garment and put it together. If you get stuck, ask some member of your family, one of the girls at the office, a neighbor to help you out. In just a little while you will get the knack of sewing. In a little while more, you will have had some practice. Soon you will achieve some skill.

The rest of the way to good clothes for much less money by the road of perseverance and using a spare minutes is not only easy, but a lot of fun.

Miss Katherine Ferguson of the BELL TELEPHONE NEWS wrote this article.

Miss Ferguson would like to have all girl employees who make their own clothes get in touch with her either by calling her on OFFICIAL 9300, Extension 841, or by writing to her in care of the BELL TELEPHONE NEWS, 212 West Washington Street, Chicago. She is endeavoring to collect material for future articles.

TOSSING PENNIES INTO THE TRASH BASKET

*Waste of Stationery Supplies Is a Steady Drain
—Employees Should Practice Intelligent Economy*

“D O not cross your ‘t’s’ or dot your ‘i’s’.”

This curious notice appeared conspicuously throughout the counting rooms of a big mercantile corporation in London. The concern employed a very large number of persons who wrote with pen and ink all day long. It is seriously declared that the saving in ink resulting from the omission of crosses on the “t’s” and dots on the “i’s” paid a substantial part of the firm’s profit.

All who prefer to doubt this last statement are entitled to do so and we are obliged to admit that it sounds incredible, but the principle of the thing (if you would care for such decapitated penmanship) is eminently correct. If crossing the “t’s” and dotting the “i’s” is a waste, then by all means stop it. This, no doubt, was the thought behind the notice.

The amount of money wasted in large organizations by the careless use of stationery and office supplies in the course of a year reaches a truly staggering sum and, undoubtedly, a very great part of this might be saved by reasonable care and thought on the part of individuals. Along with almost everything else, paper, pencils, pins, ink, erasers, rubber bands and other small articles consumed in desk work have gone up tremendously in price. And, if they are wasted, the loss is proportionately greater. It therefore behooves us all to take unusual pains to stop this waste.

Envelopes form one of the largest items of stationery. Many of these are used unnecessarily in enclosing interdepartmental correspondence, all of which should be transmitted openly unless it is of a confidential nature in which case it should be enclosed in a plain Manila envelope; when it is necessary to forward correspondence by United States mail, it should be enclosed in envelopes supplied for that purpose.

Pencils are the next largest items of expense. Many of these are wasted by being discarded when one-half or two-thirds used, by being broken in a pencil sharpener, improperly adjusted, or in worn-out cutters, or by being mislaid or lost. Pencil lengtheners are furnished as a standard item of office supplies and should be used when pencils become short. Pencil sharpeners should be properly adjusted and cutters replaced when worn-out. Letter heads, typewriter paper, carbon paper, rubber bands, paper fasteners and pins are all items which annually run into considerable sums of money, and should be used carefully. Manila sheets should be used for file copies.

Paper is often wasted and valuable filing space taken up by making several copies of letters and statements when they are not needed. Rubber bands depreciate rapidly and ought to be ordered in limited quantities. Paper fasteners and pins are wasted by being thrown away when removed from correspondence instead of being preserved for future use.

The company has standardized most of its printed forms and types of stationery supplies. These supplies are of good quality and are adequate for every use which is likely to arise. For this reason the purchase of anything except standard supplies is to be discouraged. Supervisory employees also should use good judgment in determining the quantity to be ordered. This should be as small as possible to prevent supplies becoming mislaid or rendered unfit for use by deterioration.

Western Electric Improves European Telephone Facilities

THE London agreement, ratifying the Dawes Plan, is the most constructive measure taken by the European governments since the Armistice. It means a restoration of confidence and the establishment of a basis on which to build a sound economic structure, in the opinion of C. G. DuBois, president of the Western Electric Company, and G. E. Pingree, vice president and general manager of the International Western Electric Company, who have just returned from an extended European trip.

The Western Electric officials report that their European associated companies are doing a good business at the present time and that the prospects for an increase in business during the next few years are very favorable. This holds true of the factories in London, Antwerp, Paris, Barcelona and Milan. In order to take care of this anticipated increased business, the French company has a new and larger factory under construction in Paris, and some of the other companies are planning to increase their manufacturing facilities.

This month there will be cut into service the first of the modern long distance telephone cables in Italy. This “toll” cable, as it is known, connects Milan, Turin and Genoa. It was manufactured in Italy according to standards developed by the Western Electric Company in America and is of the same high transmission efficiency as the long distance cables in use here. Other such cables now in operation in Sweden, Holland and Switzerland, one now being installed between Paris and Strasbourg, together with other similar cables planned for France, will form the nucleus of an international net work for western Europe which will ultimately provide long distance telephone facilities of far reaching, social, commercial and political significance.

Before many years Americans traveling in Europe will not experience the same difficulties with the telephone service as now. The western European countries are beginning to develop and expand their telephone systems, and their plans call for the installation of automatic equipment in the principal cities. This will overcome the language difficulty and at the same time put the service on a plane of efficiency to which Americans have long been accustomed.

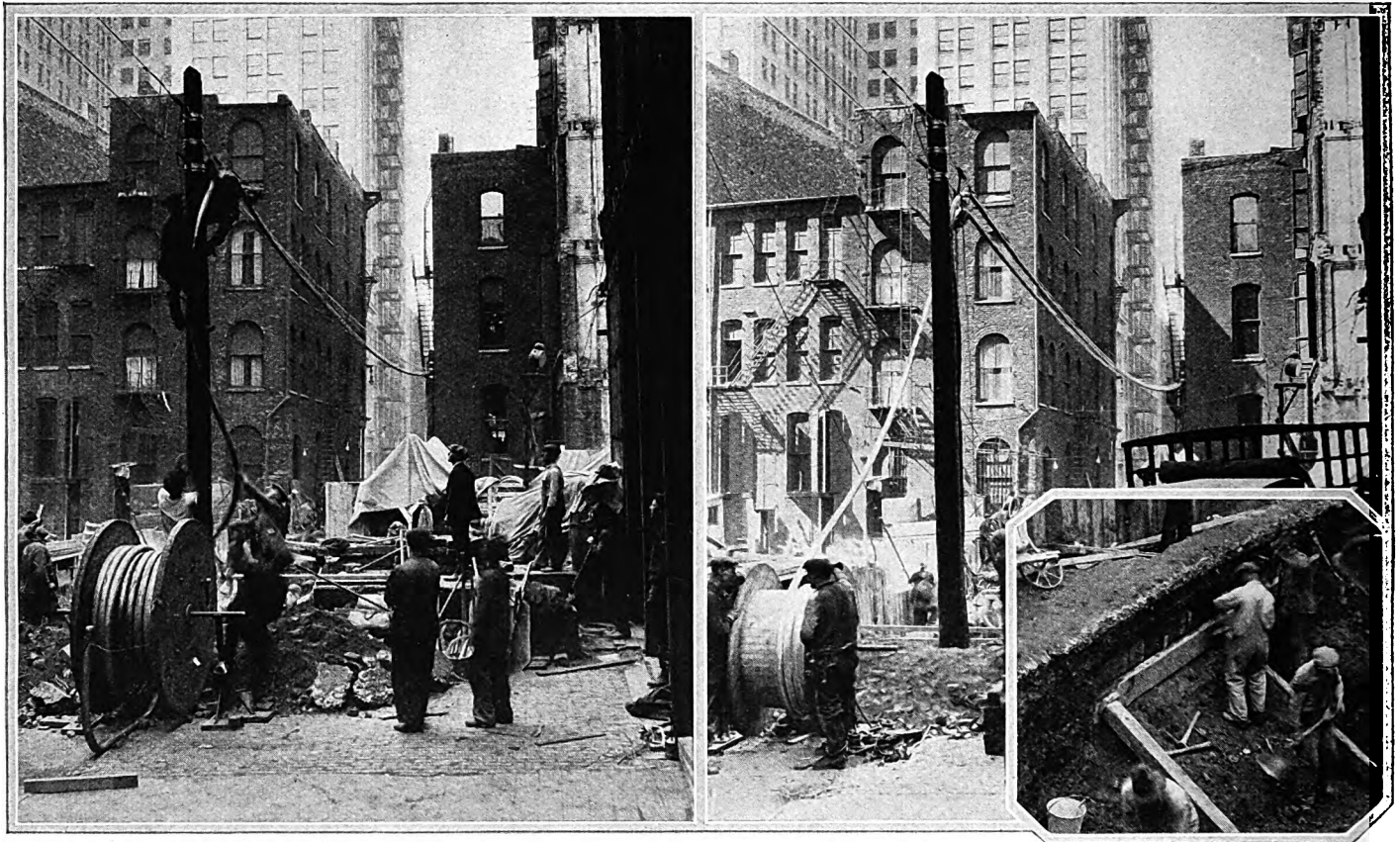
Spend \$270,000,000 on New Plant

THE Bell System will break all records this year for telephone service expenditures throughout the country. The construction budget of the system calls for the expenditure for net additions to plant of approximately \$270,000,000, an increase of \$30,000,000 over the 1923 budget.

The present year’s additions have been made necessary by the continued increase in demand for telephone service. With the 1924 budget included, the American Telephone and Telegraph Company and its associated companies will have spent \$1,964,000,000 in meeting this demand for service since 1903.

The principal items for 1924 are figured as follows: Land and buildings, \$44,000,000; central office switchboards and equipment, \$96,000,000; telephone and other equipment on subscribers’ premises, \$37,000,000, and outside facilities, \$93,000,000.

It is expected that about fifteen per cent more telephones will be added to the system in 1924 than in 1923, which was the largest the system has ever had.



THE ONLY AERIAL CABLE RUN IN THE CHICAGO LOOP.

At left—Pulling into place a 900 pair aerial cable in the alley back of the Hotel Sherman. Center right—The 1200 pair aerial cable in place. This with the 900 pair cable will give temporary service until construction work is finished. Lower right—Section of the old duct at this point which had been giving service since 1888.

Chicago Loop Has Aerial Cable Span

ERECTING poles in the down-town section of Chicago forty years ago was an every day occurrence, but to-day much interest is created by the view of a pole line supporting a 900 pair and a 1200 pair cable in the heart of the loop. This temporary condition was brought about by the vacation by the city of Chicago of a portion of the alley north of Randolph Street and east of LaSalle Street, in connection with the tunnel construction for the new addition to the Hotel Sherman.

The old duct in which these cables formerly had been run consisted of two ten by ten inch vitrified tiles that were originally installed in 1888, thirty-six years ago, and which are still in excellent condition as shown when they were unearthed by the hotel excavation.

Paper Clips Are Dangerous Missiles

THE safety bureau is calling attention to a stunt being practiced, mostly by the office boys, which has recently resulted in the dismissal of one of the guilty parties. This is the practice or so-called joke of shooting paper clips and pins with rubber bands. It is purely a thoughtless, kiddish trick, but one which might easily result in the loss of an eye, or even cause death.

Should a clip or pin shot from a rubber band strike another person in the eye, the chances would be in favor of the loss of sight, and if the pin should happen to strike point first, the blood poison "bug" might have a chance to get in his work. Also, there is the possibility of the pin or clip reversing its direction and injuring the person doing the shooting. If you have been guilty of performing this stunt, just give this notice a little thought, and surely you will never be guilty of doing it again. If you see it being done by another, try to stop it, and if unable to do so, report it to your supervisor at once, for the protection of your-

self and others.

One boy was recently caught shooting clips and was cautioned against the danger of this practice. After the warning, he immediately stopped and promised not to repeat the offense. A few days later, the same boy was discovered shooting pieces of cards and paper. When asked regarding his previous offense and this one, his explanation was that he did not think the paper and cards would injure anyone. However, the shooting of any article with a rubber band is dangerous and should be stopped immediately.

Politicians Poor Business Men

IN Paris, during the war, the doughboys tell us that a "nickel" sack of "Bull" which was issued as part of the ration was eagerly sought by Frenchmen who would pay a franc for it, when the franc was worth nineteen cents. France has a state monopoly on tobacco and it is a notoriously rotten product. Take any other state managed business and you will find the same result. Italy has had enough of it and has done away with a monopoly on matches and it is about to abolish the state insurance monopoly. After dosing the communists with castor oil, the Fascisti propose to inject a strong dose of strychnine into the sick private business of the country. The premier of Italy, addressing the International Chamber of Commerce last month, said: "The state must renounce its economic functions, especially those of a monopolistic character, for which it cannot provide. The government must give free play to private enterprise, and must forego any measure of state control and state paternalism. Such measures may satisfy the demagoguery and ambitions of socialists, but, as shown by experience, will in the long run turn out to be absolutely fatal to the interests and economic development of any country."—W. Underwriter in the *Kablegram*.

A. T. & T. STOCK SUBSCRIPTION SUCCESSFULLY CLOSES

Issue Is Largest Ever Offered by Any Corporation in the World—All But One Per Cent of Stockholders Take Advantage of Rights

By H. Blair-Smith, Treasurer, American Telephone and Telegraph Company

ON August 1 the American Telephone and Telegraph Company's new \$150,000,000 stock issue came to a successful close. This issue, so far as we know, is the largest ever offered for subscription by any corporation in the world. The new stock was offered at par to the company's 316,046 stockholders of record at the close of business on June 10, 1924, and the number of subscriptions to the new issue alone exceeded by over 30,000 the total number of stockholders in any other corporation. The money received will provide for extensions to the nation-wide telephone system.

More than half the total of 191,000 subscriptions were made during the final week of the issue, but special methods had been developed by the Financial Department of the American Company and this large volume of work was handled with dispatch.

The terms on which the stock was to be issued were set forth in the company's circular of May 20, one share being offered for each five shares outstanding on the record date; the exact amount offered, thus determined, was \$151,157,500. The stock could be paid for in full as of August 1 or in three installment payments on August 1 and December 1, 1924, and April 1, 1925; the terms of the offer were so arranged that under either payment plan the yield until April 1, 1925, would be six per cent on the money paid by the subscribers. By that date all the stock subscribed and paid for will have been issued.

Of the 191,000 subscriptions, which average seven and four-fifths shares each, 138,500 were paid for in full and 52,500 were made on the installment plan. Nearly 175,000 of the subscriptions were made by stockholders to increase their holdings and over 16,000 by investors who owned no stock at the time. Thus, slightly over \$130,000,000 of cash has been received, as of August 1. That part which was not required for immediate use has been invested mainly in short time obligations of the United States treasury, and as it was possible to anticipate how much money would be received these securities were contracted for several weeks in advance and at prices materially less than it would have been necessary to pay later when the money was received by the company from subscribers. These investments mature at various dates in the near future so that the money becomes readily available as required.

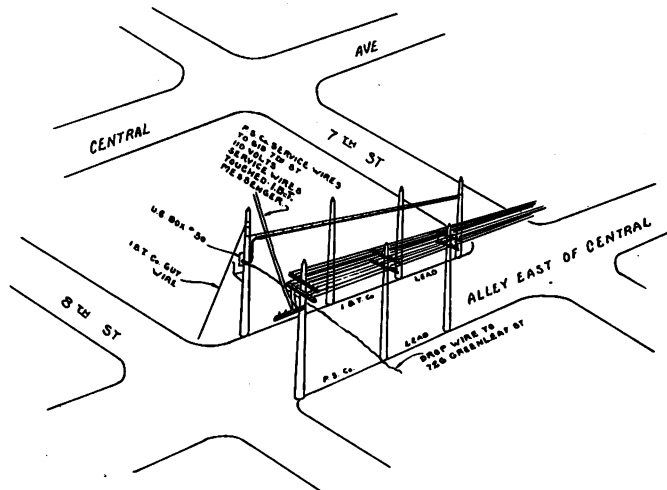
Some have asked if the issue was over subscribed. This was not possible. Had the stock been offered for public subscription there is, no doubt, that it would have been over subscribed, but the terms of the offer allotted all subscription rights to those who were stockholders at the close of business on June 10. Of course, these stockholders could subscribe for their proportionate part of the stock or sell their rights to do so. But the owners of these rights, and they alone, could subscribe for the new stock, each subscription being limited by the rights owned. Everything practical was done to inform the stockholders of their rights and the value of these, but notwithstanding this, as has always been the case, a small percentage of the stockholders failed either to exercise their rights or to sell them, and the amount of stock remaining unsubscribed is slightly over one per cent. This stock may now be sold by the company at any time at the market price, and in such cases it has been the practice to place the full amount of the proceeds in the treasury. Until the shares are sold they will remain unissued.

A broader service was rendered the stockholders than during any previous issue. At the office of the Bell Telephone Securities Company in New York and at the business offices of associated companies in those states where it was possible, it was made convenient for those interested to buy and sell rights in order to adjust their subscriptions, and in other states the associated companies coöperated, doing everything possible for the convenience of the employee stockholders and others. The total number of transactions in rights thus effected was approximately 52,000, averaging only a few rights each. All reports are to the effect that the service rendered by the Bell Telephone Securities Company and the associated companies was excellent and greatly appreciated.

Watch That Power Wire

IN a recent issue of the BELL TELEPHONE NEWS, attention of telephone employees was called to the fact that power wires with voltage even as low as 110 should be considered dangerous. Proof of this fact has again been brought to light.

A repairman recently had occasion to climb a telephone underground junction pole to trace a drop wire. Upon reaching



the cable box, the repairman took hold of a down guy with one hand, and the messenger with the other hand. He received a severe shock which caused burns on his arm and hand. A report was made to the light company, and upon inspection a 110 volt light circuit was found lying on the telephone messenger.

The pole the repairman was on was not a joint pole, in fact, the light lead was clear across the street. The light drop had simply slacked down onto the messenger, and although the former was insulated, it had charged the messenger sufficiently to burn this employee's hand.

This accident is simply another warning that all wires, whether insulated or not, should be treated as dangerous. Also, all employees having to work on messenger and other aerial plant, should bear in mind the fact that even though no light or power wires are in contact with the plant as far as they can see, there is a probability of a contact at some distant point, and they should always adopt the safe way and stay clear of any wire, guy, etc., that is grounded when handling other wires.

BUILDERS OF SPEECH HIGHWAYS

The Telephone Installer

By Edmund W. Sheehan

(The First of a Series of Articles on Plant Work)

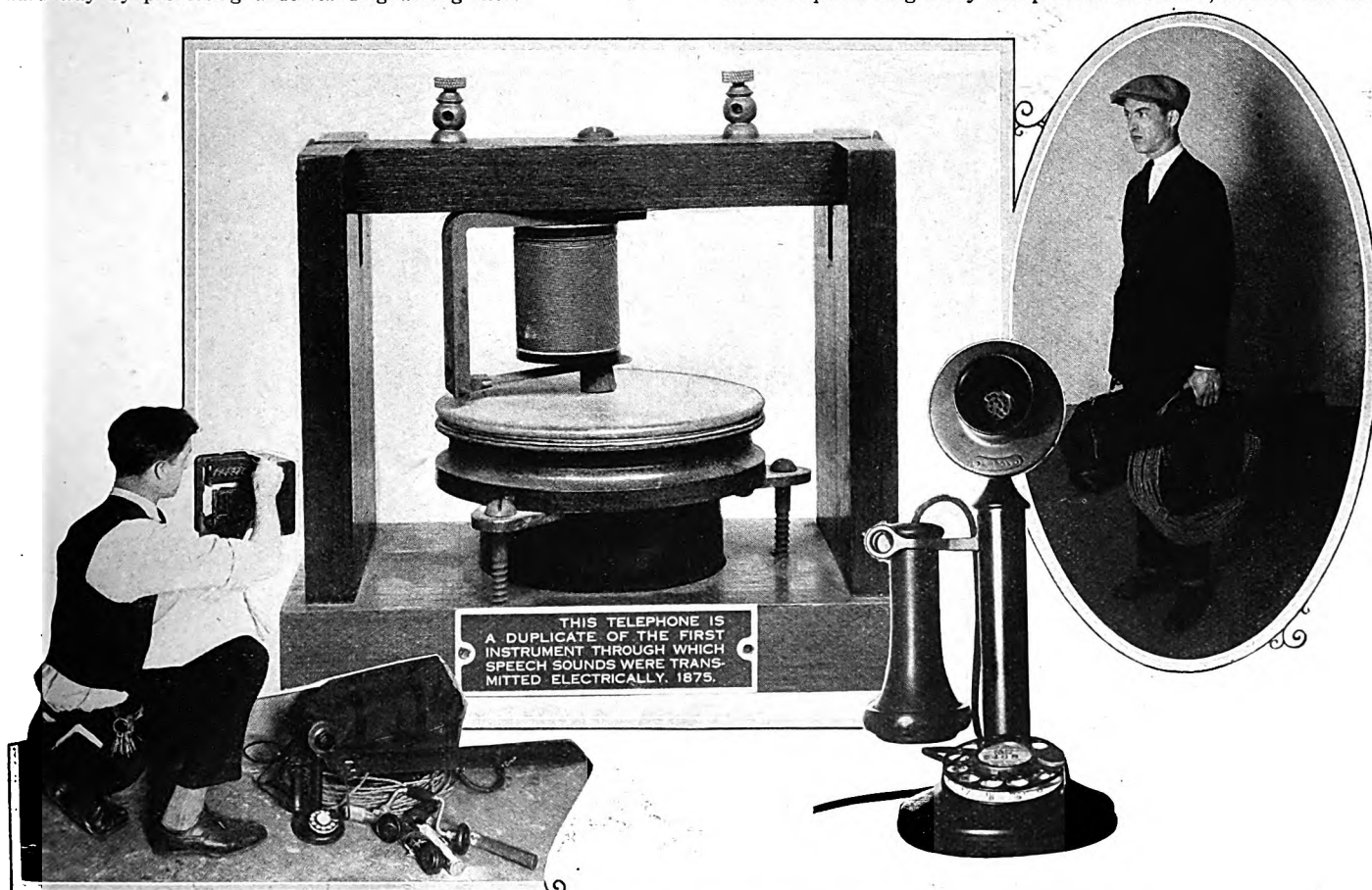
TELEPHONE poles march across the high and lonely passes of the Rockies carrying their burden of copper wires; thick, lead-covered telephone cables lie buried beneath the noisy streets of great cities; handsome buildings in residential and business districts shelter intricate and busy switchboards; millions of telephones can be found in the houses, offices and factories of the nation. Thus the Builders of Speech Highways have toiled and are toiling to break down the barriers of distance, that men may speak with loved ones, friends and associates even though they are separated by the width of the continent.

The work of the builders is so complex and so varied that they are grouped into divisions; each division having charge of a particular section of the work. The telephone installer is a worker in one division of this great army of builders, and as such, fills a unique place in the community life, because he places in the modern home an instrument for the rapid exchange of thoughts and ideas among men; an instrument which helps to stimulate the intellectual and makes possible a fuller social life, expedites business and helps our civilization on its toilsome upward way by promoting understanding among men.

In his labors the telephone installer recognizes no distinctions; men of all types and conditions claim his service, and he leaves with each an instrument of marvellous possibilities; an inconspicuous little black telephone which is the product of the inventive genius and engineering skill of many minds, and the symbol of an investment of a great amount of money.

The telephone installer is a comparatively new product of our civilization, for the first telephone was installed June 3, 1875, by Thomas A. Watson when he ran a telephone line from an attic at 109 Court Street, Boston, down two flights of stairs to an electrical workshop.

In those early days, the telephone instrument was a comparatively crude affair, and the technique of the trade nothing to speak of. In fact Mr. Watson not only installed, but he also made the first telephone instrument under the direction of Alexander Graham Bell, and of such a telephone ancestor every telephone installer can well be proud. The passing of time, however, brought changes; the telephone instruments and circuits became complex, and telephone installation work developed a technique which requires long study and practice to master, so that the tele-



AT WORK WITH THE TELEPHONE INSTALLERS

Lower left—The telephone installer is welding his link in the chain of communication. He is busy "putting in" a subscriber's telephone. Center—A duplicate of the first instrument used by Alexander Graham Bell. Upper right—Fully equipped and ready to begin the day's work. Lower left—The latest type of machine switching telephone.

phone installer of to-day is a product of considerable specialized training, which is gained through attendance at classes in the School for Installers and through private study and experience. There is a specification book, for example, containing detailed instructions on wiring, instrument connections, adjustment of apparatus and a number of other subjects with which the installer must be thoroughly familiar. Furthermore, he must understand something of electricity and its action on telephone apparatus, so that when the telephone does not function properly after being installed, he is able to repair it.

A knowledge of the operation of the central office switchboards must be a part of the installer's mental equipment, also accident prevention methods, first aid, departmental routines—but the list is a long one, and one wonders sometimes how he stores all this knowledge in his head.

The telephone company has many applicants for the position of telephone or station installer, as he is technically known, but many are rejected because they lack the necessary qualifications of hand and brain. Applicants are tested, examined and analyzed before they are accepted for the preliminary training class, and then are again tested and examined at the end of the training period before being sent out as an installer's helper. The work of the helper is then thoroughly checked, and only when he meets certain definite standards of workmanship and production is he promoted to installer. It must be evident that the job of a telephone installer is no easy task—well, it isn't.

The telephone installer has been very busy in Chicago welding his link in the chain of communication, and he has to his credit over 721,000 telephones installed. His work is far from finished, as the city is continually calling for more telephones, and the

telephone installer should have a million telephones to his credit before many years pass. Furthermore, every telephone employee should be grateful to the installer, because he hangs on the wall the coin box in which a considerable portion of the company's revenue is deposited, so that telephone men and women can pay the butcher, the baker and electric light maker.

Besides being a mechanic and an electrician, the telephone installer must also possess considerable tact. He has certain production units to meet, yet must courteously listen to the subscriber whenever he seeks information or voices a complaint. Then with a few brief directions, the installer must inform the subscriber how to get in touch with the departments involved, or else write up a Pink Ticket covering the case.

A cheerful fellow is the installer of telephones; he is neither old nor young nor middle aged, but is all three, and no temperament or race claims him; his name is Smith, Schultz, Casey or Nelsen. He works strenuously, has a thorough understanding of his job, makes the sort of citizen that is the backbone of the nation, and is an indispensable factor in the development of the Bell System.

Now, Which Was Which?

“MAMA, was I ever baptized?” Dwight asked his mother.

“Yes, dear.”

“Well, mama, was I vaccinated?”

“Yes, dear.”

“Well, mama, which one was it that I got in the arm?”

—Northern Lights.



THE LATEST AND ONE OF THE BEST PICTURES OF THE MAIN GROUP OF TELEPHONE BUILDINGS ON WASHINGTON STREET, CHICAGO

1—The southeast wing of the Franklin Building which houses, among other offices and departments, the Central-State, machine switching, Office, Dearborn Office, the Operators' Training School, the company cafeteria and the Bell Forum. 2—Telephone Square Building where most of the Accounting Department is located. 3—Main and Franklin Offices and part of the General Offices are in the Main Building. 4—The Bell Telephone Building is the twenty-story building in which are the general offices.

A TRIP THROUGH THE SPANISH MAIN

Telephone Employee Makes Long Voyage Through Cuba, the Caribbean Sea, the Panama Canal, and Back via Canada

WE were scheduled to leave New York on Thursday, March 13, at 3 p. m., but due to some delay, our ship, the *Kroonland*, did not leave until 7:30 p. m. After seeing the harbor at night, we did not regret the delay as New York, with its millions of lights, presents a most beautiful sight.

The first two days out the weather was very cold, so that we had to remain indoors most of the time. The only rough weather we experienced on the Atlantic was off Cape Hatteras on Friday night, so that the dining room the next morning was practically deserted. Saturday, nearing the tropics, the weather moderated and we remained out on deck all day, which gave us an opportunity to enjoy the balmy sea breezes. On Sunday morning we were just about five miles off the coast of Florida, so that summer apparel became the vogue. Sunday afternoon was spent in packing grips in readiness to land in Havana the following day. While no passports are required from citizens of the United States on entering Havana, the law requires a declaration of their baggage.

We reached Havana on March 17 about 6 a. m. and the view we caught from the ship as we approached the city was most impressive. The harbor, which is the second largest in the Western Hemisphere, being surpassed in size only by New York, is shaped like a horse shoe and the entrance is considered by travelers to be one of the finest in the world. Although only 350 yards wide at the entrance, it spreads extensively and becomes a wonderful natural harbor where thousands of ships find security.

To the left of the harbor entrance is situated the famous Morro Castle, which made glorious history when the English attacked the city in 1762. La Punta fort, which also notably distinguished itself at that time, is situated to the right at the joining of the famous Prado and Malecon.

Beautiful Havana

Havana is the largest city in Cuba and has a population of about 520,000. Spanish is the language spoken everywhere, but the majority of shops and hotels have interpreters, so that English speaking people have little difficulty in making themselves understood. The city has many miles of beautiful drives, parks and boulevards, also magnificent residence sections. Many improvements have recently been made but none more attractive than the Malecon promenade which extends miles along the seashore to Vedado. This was built during the time Major General Leonard Wood was governor. Another promenade is the Prado, which extends from Colon Park to the gulf shore. It is lined with Spanish mansions, many important clubs, such as the American, Spanish and Gallego Clubs, also the Opera House and several theatres are located here. In the center of the walk are shrubs and flower beds and also statues of illustrious Cubans. This avenue ends at the sea shore where the Malecon and La Punta Fort are situated. A



MISS NELLIE MORGAN
Miss Morgan is in the center. The picture was taken on board the *Kroonland*.

music pavilion has been erected on this spot and concerts are given several times a week.

The climate of Cuba is delightful, the winters averaging seventy-two, with practically no rainfall from November until April. The nights are always cool and the absence of fogs is particularly noticeable.

During the racing season, which starts Thanksgiving Day and closes the end of March, thousands of tourists from the United States and all parts of the world visit Havana. Amongst the places of interest to visitors is the Casino in Mariano, which was constructed at a cost of \$6,000,000. Here one finds all sorts of games, roulette, baccarat, etc., and this club is open to the public during the winter season. Another interesting place is the Fronton where Spanish basketball or Jai-Alai is played. This is on the order of hand ball and the players are all experts, being trained in Spain.

A carnival is held in the city every Sunday during the month of March and we were fortunate in being in Havana for this fête. At this time the natives all mask in gorgeous costumes and ride about the city in ornamented vehicles of every description, throwing confetti and serpentines. This is, of course, a very interesting event to tourists. There are 270 holidays in Havana, the birthday of every man in public life being a holiday and bringing forth a celebration. Two days after our arrival, March 19, the mayor celebrated his birthday and, as his name was Jose, everyone in the city by the name of Jose turned out to celebrate the event. We supposed that it was a political parade, as they had several bands and the automobiles were all decorated with banners bearing the mayor's picture, but on inquiring were informed that this was merely his birthday.

No trip to Havana is complete without a visit to Colon Cemetery, which contains the original graves of the victims of the Maine. The monuments are magnificent and the wealthy spare no expense in the upkeep of their graves. One monument which was pointed out to us was erected in honor of several firemen who lost their lives in a serious conflagration in Havana several years ago. This was put up at a cost of \$79,000. Another is the Students Memorial in memory of eight medical students from the University of Havana who were shot for desecrating the grave of a Spanish colonel in 1871, but were later proven innocent. This illustrates the extremes to which the Spaniards went in trying to terrorize the patriotic Cubans during the many revolutions.

A Popular Resort

Another place of interest is the tropical gardens and brewery, which is located about four miles from the city on the banks of the Allmendares River. Here we found a large park in which were many tropical plants and shrubs, also the largest brewery on the island. Before the owner's death he made a provision in his will that all who visit the gardens are to be given as much beer

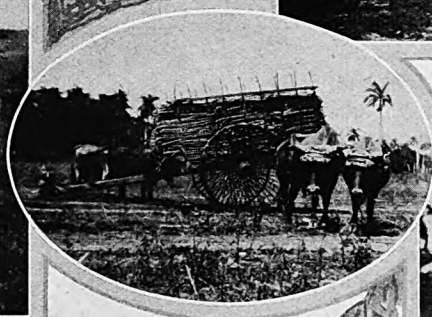
Miss Nellie Morgan, a clerk in the Peg Count Section of the office of the general supervisor of traffic, enjoyed a trip through southern waters last spring. As guests of an uncle, Miss Morgan and her sister, Miss Mary Morgan, visited Cuba, Panama, California and the Canadian Rockies. An account of their trip as far as Los Angeles is given herewith. The story of the remainder will be printed in an early issue of the BELL TELEPHONE NEWS.

THE PEARL OF THE ANTILLES—

Pictures snapped in sunny Cuba
by Miss Nellie Morgan



Laurel Ditch, where Cubans were put to death during the various revolutions against Spanish rule.



Cartload of cane on way to Sugar Mill.



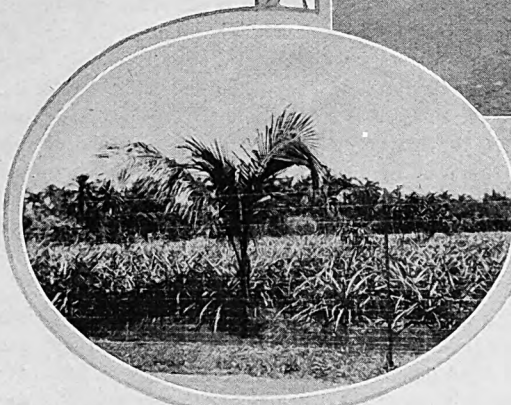
Scene in Tropical Garden at Havana.



The Avenue of Royal Palms



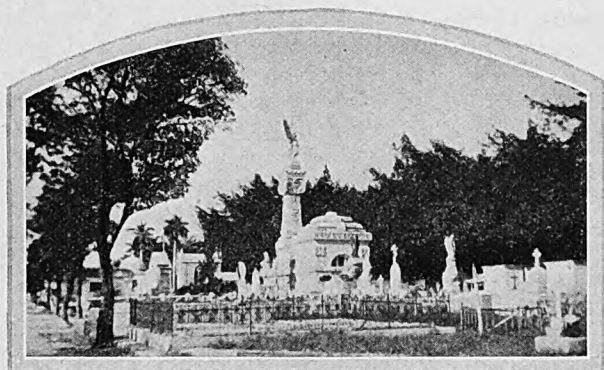
La Fuerza Fort. The first stone building constructed in Cuba by the Spanish Conquerors



Pineapple Plantation near Havana.



View of a Cemetery at Havana showing Feathery Palms.



Firemen's Memorial in Colon Cemetery, Havana.
At right—Typical Rural Cuban Home.



as they wish without charge. It is not necessary to state that this is a very popular place, especially with American tourists.

Fords seem to be even more popular in Havana than in Detroit and are the principal means of conveyance. For the nominal fee of twenty cents one may ride all about the city. The speed limit is ten miles per hour and the drivers are required to blow the horn at each corner, which keeps up a constant din. The narrow streets in some sections of the city permit only one way traffic but, due to the fact that traffic is so well handled and cars are not allowed to speed, there are very few accidents. The streets, aside from the Prado, Malecon and the boulevards, are very narrow. In the old part of the city some of the sidewalks are only eighteen inches in width and on one street the street cars are so close to the sidewalks, it is necessary for pedestrians to stand with their backs up against the buildings to allow them to pass.

The roads around Havana are a delight to the motorist and one can drive for miles on highways which are shaded with feathery palms. The thatched roof houses seem to be the common type of rural home for the poorer classes, while the plantation owners have palatial homes. In our drive through rural Cuba, we visited several pineapple, banana and tobacco plantations, as well as a sugar mill. Sugar is the leading product of the island and Cuba has sufficient territory to provide the world with all the sugar it needs, should it become necessary. There are about 200 sugar estates growing sugar cane and some are rated as among the largest in the world.

We also passed Finca Maria, the country home of President Zayas. This is a yellow building with a red roof built in the

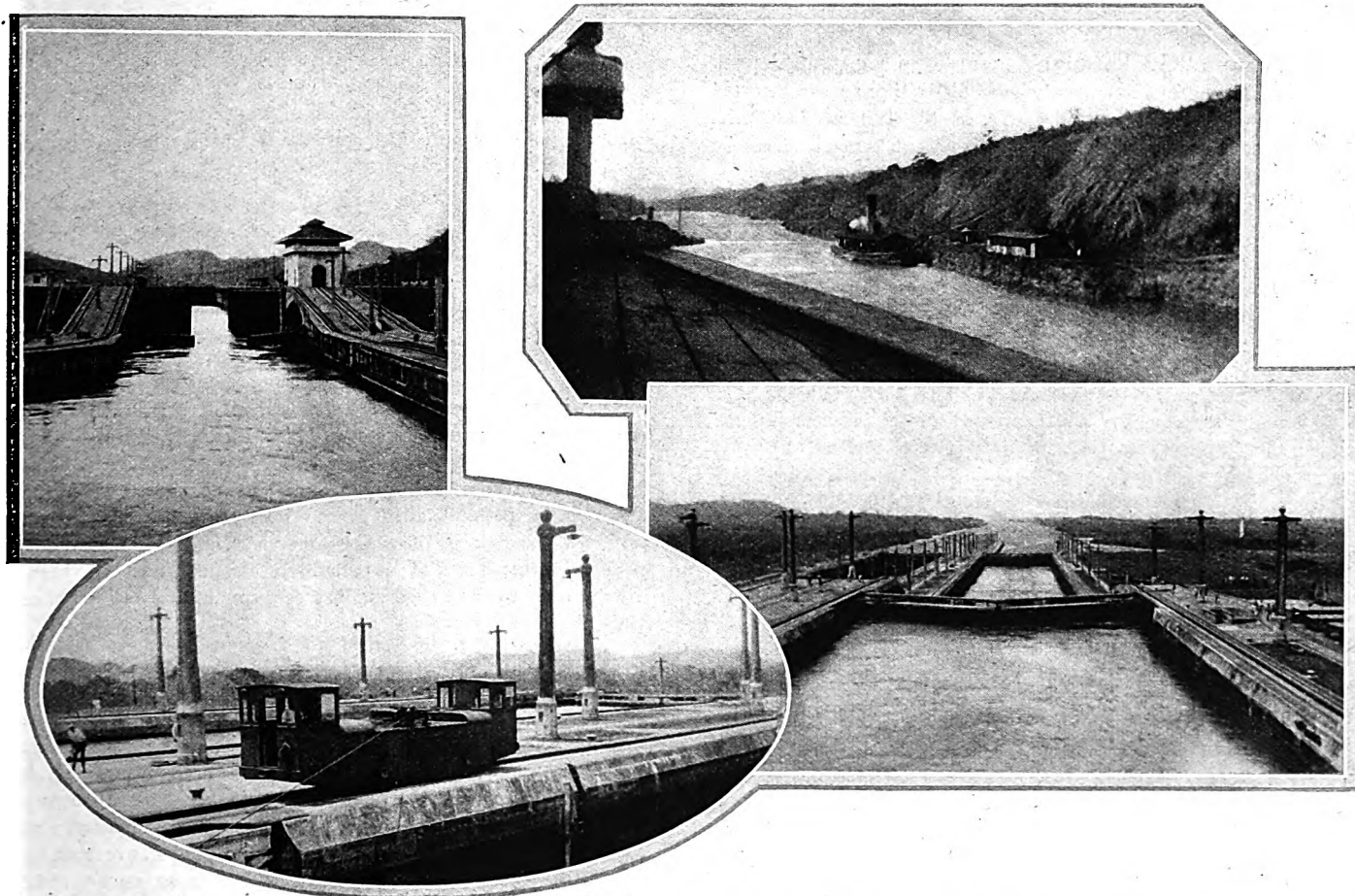
Spanish style of architecture and situated in a grove of royal palm trees, near the famous Avenue of Royal Palms, which is featured on their post cards. We noticed mounted police all along the drive about a block apart and on asking our chauffeur the reason for this, were advised that the president was expected out to his country home that morning.

Havana is such an interesting city that our two weeks passed very quickly and almost before we were aware of the lapse of time, we were boarding the *Finland* on March 31 to continue the remainder of our journey to California via the Panama Pacific Line.

Through Panama Canal

After two days on the Caribbean Sea, during which time we encountered an equinoctial storm, we reached Colon harbor, the Atlantic entrance to the Panama Canal, on April 3 at 10 a. m. Boats are allowed to enter the canal only between the hours of 9 a. m. and 3 p. m., and small electric trains or "mules," as they are called, are used to tow the boats through, four being fastened to either side of the boat by long chains. The canal is eighty-seven feet higher than either ocean, therefore, we were lifted eighty-seven feet on one side and lowered the same distance on the other.

The first locks are Gatun locks, which are the largest, consisting of three double sets. After passing through these locks and crossing Gatun lake, we entered the famous Culebra Cut, which is about nine miles long and the highest part of the canal. This is where so many landslides have occurred and this point is still being dredged. The canal is wide enough to permit two large vessels to pass through at a time, one going either way. The



VIEWS OF THE PANAMA CANAL AS IT APPEARED WHEN MISS MORGAN'S BOAT WENT THROUGH.

Above, left—Pedro Miguel Locks. At right—The famous Culebra Cut. Below, at left—Electric "mule," or engine which pulls vessels through the canal. At right—Gatun Locks.

charge is \$1.25 per ton, which is used in the upkeep of the canal.

The next set of locks are the Pedro Miguel, which consist of one double set, and while passing through these we were fortunate in being able to view the Panama Railroad, which is forty seven miles in length, also the homes of government employees along the canal.

Miraflores locks are at the Pacific side of the canal and are the last through which we passed before disembarking at Panama City about 7 p. m. We were allowed a stop of six hours to visit the cities of Ancon, Balboa and Panama, while our boat was being loaded with oil that we might continue our journey.

These cities have many pretty drives and boulevards and victorias are very much in evidence here. After the English custom, they drive on the left side of the street, which was a novelty to us. We visited several shops and stores and needless to say about seventy-five per cent of the men and women purchased Panama hats for the small sum of \$2.50 and \$3 each.



A BEAUTY SPOT IN HAVANA
The Casino de la Playa, built at a cost of \$6,000,000.

This was the last stop made until we reached Los Angeles, where we were due April 12. We thought the time aboard ship would seem endless but, on the contrary, we became so well acquainted that when it was time to land, we all regretted parting very much. Our days were spent playing shuffle board, quoits, deck golf, swimming in the tank provided for passengers, along with trying to catch glimpses of sharks, whales, porpoises and flying fish. Every day the ship's mileage from noon one

day to noon the following day was posted, together with the latitude and longitude, so we were able to determine the location of the vessel and on April 5 at 10 a. m. we were only twenty-two miles north of the equator.

The sight of another ship on the ocean created much excitement and brought both young and old on deck. One evening "traffic," as one of the "old salts" termed it, was particularly heavy and three boats were sighted at one time.

Many Visitors "Go Through" Telephone Central Offices

DURING one month recently over 650 visitors were escorted through various central offices of the Illinois Bell Telephone Company. Of these 303 visited central offices in the Chicago Division, 312 in the Suburban Division and thirty-nine in the Illinois Division.

Several of the Chicago visitors were from foreign countries. Mr. and Mrs. Reice were two English visitors from London. They were impressed with the way American corporations treat employees and remarked that it was "unbelievable how fine the people of this country have everything, much more modern and convenient than in other countries." Arne Söhlman of Stockholm, Sweden, another visitor, was interested in the welfare work done by the company and expressed himself as being of the opinion that this was carried out in a most complete way. Of the telephone system in general he said: "You have a wonderful telephone system in Chicago. I have visited many cities, but I find that the service in Chicago is very prompt and more efficient than I have found in other cities."

Essay on Accident Prevention

By William A. Sinclair, Chicago Revenue Accounting Department

"SAFETY FIRST!" The mere sound of these words a few years ago would have brought a smile of derision to many faces. "Another new fad," Mr. Ordinary-Man would banish the thought from his mind.

Review the situation to-day. Those that smiled so derisively a few years ago at a "Safety First" placard are now its leading advocates. What changed their view on the subject? Experience, the ambulance and the hospital. What about Mr. Ordinary-Man! This hardy citizen, more or less cautious than his sardonic friends, is now paying a little more attention to the subject and mentally digests each "safety first" suggestion that is placed on

the bulletin board. In other words, he is practically convinced now that there is a certain amount of truth and helpfulness in each bulletin issued. He resolves to watch his step a little more carefully in the future and not take as many chances as he has been in the habit of doing.

A few years ago, industrial forces could practically be divided into two classes. We had the foolhardy worker and the plain ordinary fellow who was content to float with the tide, mind his own business, perhaps save a little money and generally be moderately careful whether in the workshop or his home.

To-day we have safety first committees, representatives of employees, who inspect and render suggestions on operations performed by employees, wherein the subject of personal safety and carefulness is first and foremost. It is the wish and also the aim of employers and employee representatives that employees be safeguarded from physical injury by all possible means. Mechanical devices have been installed wherever possible and every conceivable idea, whether in the shape of a mechanical device or a suggestion in the shape of a bulletin or danger sign, has been or will be used to safeguard against personal injuries through carelessness.

Since your employer and your representative on the committee are doing their share in this campaign, it is up to you, Mr. Worker, to look out for yourself and your fellow worker. You have one slogan to keep in mind and that is "Safety First." Memorize the words in your brain, practice their meaning, help your fellow worker to do likewise and old Mr. Post Mortem will lose his time honored job. Remember the cry of the unlucky ones, the saddest sentence in history, "Oh, that it might have been," and one of the smallest and yet largest words in grammar, namely, "if"! You don't want to belong to the "might have been" or "if" class so cut them adrift, join the sane thinkers, follow and adopt as your motto in work or in play—"Safety First."

Red Cross Roll Call November 11 to 27

WHEN the lightning stroke of disaster flashes down upon a peaceful community, killing hundreds, rendering thousands homeless and destitute, relief work seems for the time almost impossible. The ordinary activities of the town are paralyzed. The wires are down, train service has stopped. Those



**Join!
now!**

**The
American Red Cross
Serves Humanity**

THE AMERICAN NATIONAL RED CROSS HOLDS ITS ANNUAL NATION-WIDE ROLL CALL FROM ARMISTICE DAY, NOVEMBER 11, TO THANKSGIVING DAY, NOVEMBER 27.

In this period it seeks to reaffirm its present membership and to enroll new members for 1925. The Red Cross "makes its appeal for support directly to the conscience of mankind". Everyone is invited to join through the local chapter or branch.

who are untouched are isolated, they cannot help others because they have no means of doing so.

Into such a scene of despair and hopelessness comes the Red Cross. It brings food, clothing, blankets, tents, medicines. Its trained workers set about their task of bringing order out of chaos. In touch with every nook and corner of the country through its thousands of chapters, it maintains storehouses filled with supplies and lists of trained workers at strategic points, ready to be shipped to the scene of the catastrophe at a few hours' notice.

During the first half of 1924 the Red Cross gave aid in thirty-five disasters—the largest number recorded during any similar previous period. In the past forty-three years it has expended \$33,000,000 in such work.

It is to continue this work, as well as its other activities, that the Red Cross asks your support through the Eighth Annual

Roll Call, to be held from November 11 to 27 of this year. Help for the disabled soldiers, first aid, life saving, public health nursing, instruction in nutrition, in home nursing and care of the sick, these are some of the branches of Red Cross work. The dollar which you contribute as your membership dues for the coming year will be used for these purposes. Do your share to further them. Reaffirm your faith in the value of Red Cross work by joining during the Roll Call.

Stop Fires

By the Accident Prevention and Health Betterment Committee

STAND in front of a clock and watch the long hand creep steadily from minute to minute. Every time it passes a minute mark, say to yourself: "Another fire has broken out; perhaps somebody's dearly-loved home is being destroyed or some child is being terribly burned." Then add, "It could have been prevented."

Watch that clock hand ten minutes or more. "Another fire, another, somebody's home, some boy or girl, some hotel with the people struggling to escape, some factory with dozens of hands thrown out of work, another, another."

That is the way it goes, minute by minute, night and day, throughout the year. When you wake up in the morning, you may be sure that there will be hundreds of fires throughout the country before night; when you go to sleep at night, it is pretty certain that before morning there will be hundreds of fires somewhere in the United States. If some minutes go by without a fire, others may have two or three, for there are 1,440 minutes in the twenty-four hours, and each day has an average of more than 1,500 fires, to say nothing of the fifty thousand people injured every year according to fire insurance records.

According to estimated statistics, there will be 1,500 more fires to-morrow and another 1,500 day after to-morrow, and so on. Sometimes a few more, sometimes a few less, but averaging pretty close to 1,500 each day. Think of it! These fires haven't yet occurred, and a vast number of them will not occur if people only would be careful.

Now, what are we all going to do about it? Don't you think that it would be a good thing for mankind to try to stop it at once by being careful ourselves and getting others into the same habit? Your home, or your friend's home, to say nothing of your place of business, is a good place to start.

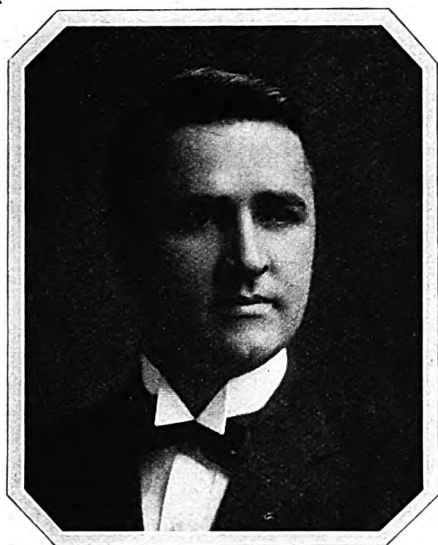
Numbers of children have lost their lives by playing with matches and building fires. We should see that all inflammable material is removed from the premises or disposed of as soon as possible. Oil saturated waste or rags should be kept in a metal can.

Henry Ford II Launches Ship by Telephone

WHEN the *Henry Ford II*, the first vessel built by the Ford Motor Company for iron ore and coal traffic on the Great Lakes, was recently launched at Lorain, Ohio, it was the telephone that played a leading rôle in the affair.

Henry Ford II, the young grandson of the automobile manufacturer, was to have been present at the launching, but due to illness, he gave the command by telephone from Detroit to the chief engineer at the Lorain shipyards which set in motion the heavy knives of the guillotine that cut the hawsers of the ship. With the telephone receiver to his ear, the sick lad was able to hear the cheers and the whistles of the tugs as the ship slid into the water.

THE telephone companies in the United States have invested in telephone plant a sum equal to more than half the value of all the monetary gold in the vaults of the United States Treasury and of the Federal Reserve System put together.



A. Perrow, Chief Accountant



U. F. Cleveland, General Auditor



Harry L. Kelly, Chief Traveling Auditor



J. J. Kelley, Auditor of Receipts

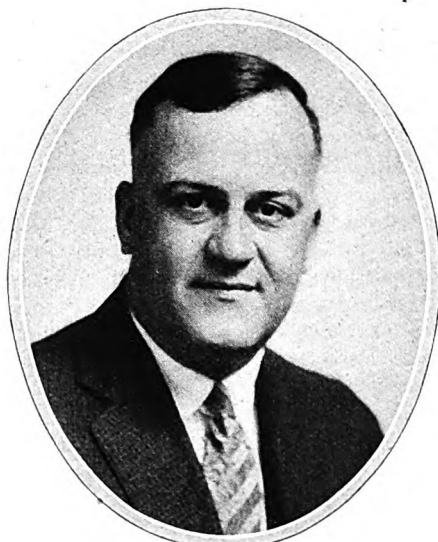


W. R. Hearne, Auditor of Disbursements

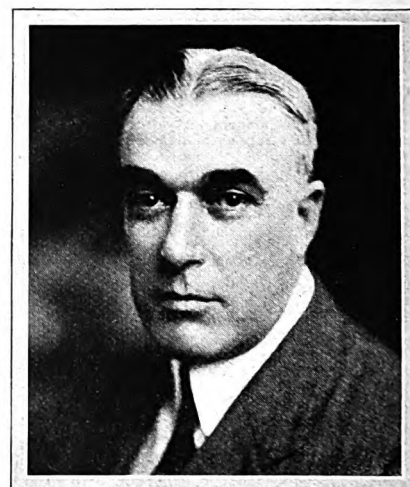
**OFFICIALS
of the ACCOUNTING
DEPARTMENT**



A. D. Grote, Division Auditor of Receipts, Chicago Division



E. F. Bauer, Division Auditor of Receipts, Suburban Division



Frank E. Smith, Division Auditor of Receipts, Illinois Division

ACCOUNTING IS IMPORTANT PART OF TELEPHONE OPERATION

Department Consisting of Over 1,000 Employees in Illinois Bell Company, Performs all the Functions Necessary for Receiving and Disbursing Revenues

By O. L. Doud

IN the olden days the grocer at the corner store kept a mental record of almost all money transactions, and he could picture in his mind the financial status of the business at any given time. Such practices changed, necessarily, with the increase in the number of such stores and the corresponding demands for records to meet competition, income tax requirements, etc.

Similarly, in a large business, especially a large corporation, it is impossible for any one person to keep mental record of all cash transactions, or to know at any given time its exact financial status. Consequently, as an aid to the telephone executive we use a well worked out and systemized method of accounts. By an account we mean a particular classification, identified by a title, or, for our convenience, a code number. After summarizing, grouping, and closing the accounts for a fiscal period we build up the financial statements or pictures of the business. These financial pictures, be they balance sheets, profit and loss statements, or statistical reports, show the true status of the business and are an aid to executives in maintaining familiarity with general conditions, trends, etc., on the basis of which appropriate action may be directed.

Accounting For Revenues

This branch of telephone accounting in the Illinois Bell Telephone Company is composed of approximately 950 employees, and it is their job, in general, to perform the operations necessary to maintain the subscribers' accounts for telephone service, to render bills for service at regular intervals, and to summarize and classify the final revenue statistics for the general books of the company. In addition to keeping 800,000 accounts with subscribers for telephone service many other classes of accounts are maintained, such as those for private lines, leased wires, work performed for others and use of plant by others.

Caring for many thousands of small routine items constitutes a month's work as follows: 3,218,000 toll tickets are billed, checked and statements footed; 95,000 telegrams (telephoned) are billed; 270,000 toll tickets are recorded for settlements for inter-company toll business with associated and connecting companies, and the American Telephone and Telegraph Company; 117,000 message register readings are transferred to cards; 1,300,000 message rate tickets are filed and counted and 60,500 additional message charges are billed to subscribers; 500,000 subscribers' bills are addressographed; approximately 450,000 coin-box collection tickets are audited and posted; and various forms of statements and notices are made upon the request of the Commercial Department.

Mention of the above quantity of office work without reporting a few of the mechanical devices used in its accomplishment would be like traveling a certain distance in record time, but failing to tell whether a horse and buggy or an airplane was used as the mode of transportation. One hundred and fifty typewriters, one hundred and seventy listing and non-listing adding machines, eight numbering machines, two tickometers and ten addressograph machines, etc., represent an investment of \$70,000 in mechanical devices used in the Revenue Division.

Of the one hundred and fifty typewriters, seventy were built especially for our use in the billing of the 3,218,000 toll tickets

a month. By means of electrical power in operating the tabulators and returning the carriage the typists are enabled to reach a very high rate of production.

Accuracy in a high degree is necessary in all revenue work. Though the revenue accountants do not come into direct contact with the public, their product, a bill for service, does come to the public's attention in a very intimate way.

Accounting For Disbursements

Frequent reference is made to the income of telephone companies, but comparatively little is heard of the enormous sums of money expended in our business each month to provide the material, specialized equipment and trained personnel, to render the efficient service which it has become customary for the public to expect from us.

In the Disbursements Division of the Accounting Department records are maintained which vouchsafe the information that about seven million dollars are paid out each month for equipment and supplies, salaries, taxes, dividends and various other items. These expenditures vary, of course, with general conditions. During the periods following storms of unusual severity and destructiveness there is a very significant increase.

Franchise requirements make it necessary to maintain two sets of books and approximately 400 main accounts and 1,400 sub-accounts are required in these books to record the various items.

Information for reports to the various regulatory bodies and for income tax and other purposes is supplied by this division, as well as numerous monthly reports going into every phase of operations, the latter having a large distribution among the officials concerned. Statistics are maintained for the various exchanges, showing in summarized form the current expenses, revenues, etc.

The Disbursements Division is responsible for the audit of payrolls involving over 25,600 employees, necessitating the checking of 152,000 items each month. The record of employees subscribing for American Telephone and Telegraph Company stock under the employees' plan, by which deductions are made each pay day, shows 13,000 subscribers which is sixty-five per cent of the total number eligible to subscribe. This requires the issuance of approximately 45,000 receipts per month. Since January, 1922, certificates aggregating 44,050 shares have been delivered to employees and approximately 44,000 shares are being paid for under the plan at the present time.

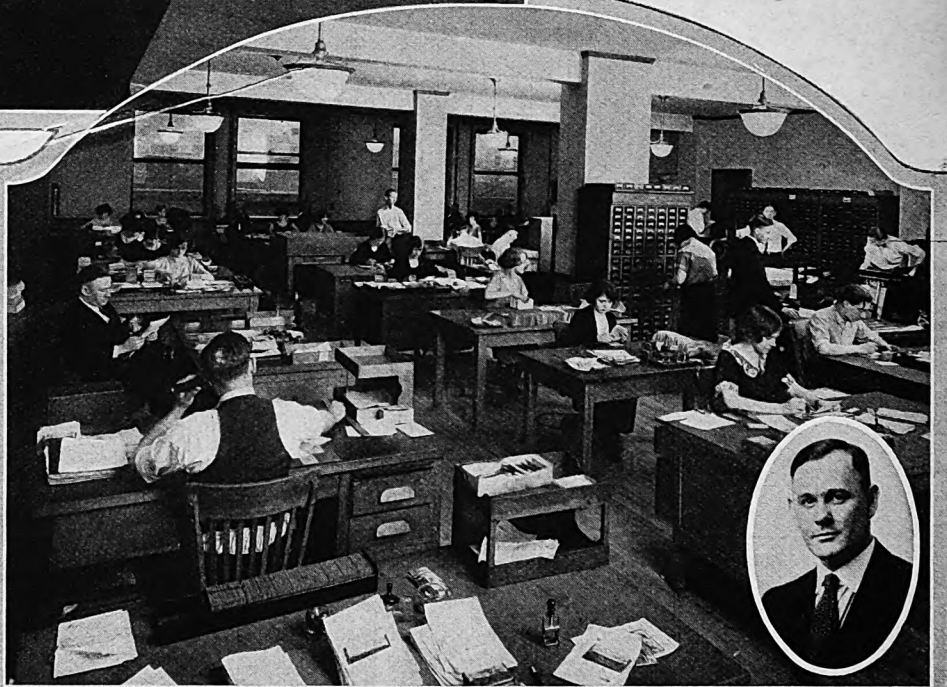
Each month 100,000 pay checks which have been cashed pass through for reconciliation with bank statements and payrolls and audit of endorsements as well as 25,000 vouchers covering miscellaneous expense (most anything from a few nails purchased in an emergency to a meal for a cable splicer doing his bit at midnight to restore service to some community before morning). Many steps are necessary in the verification of calculations, classifications and approvals before these vouchers are ready for file.

The number of bills which pass through the Disbursements Division to be paid each month, is of such magnitude as to make even a Croesus shudder. Between 4,000 and 5,000 is a fair average and they vary in amounts from a few to over a half million

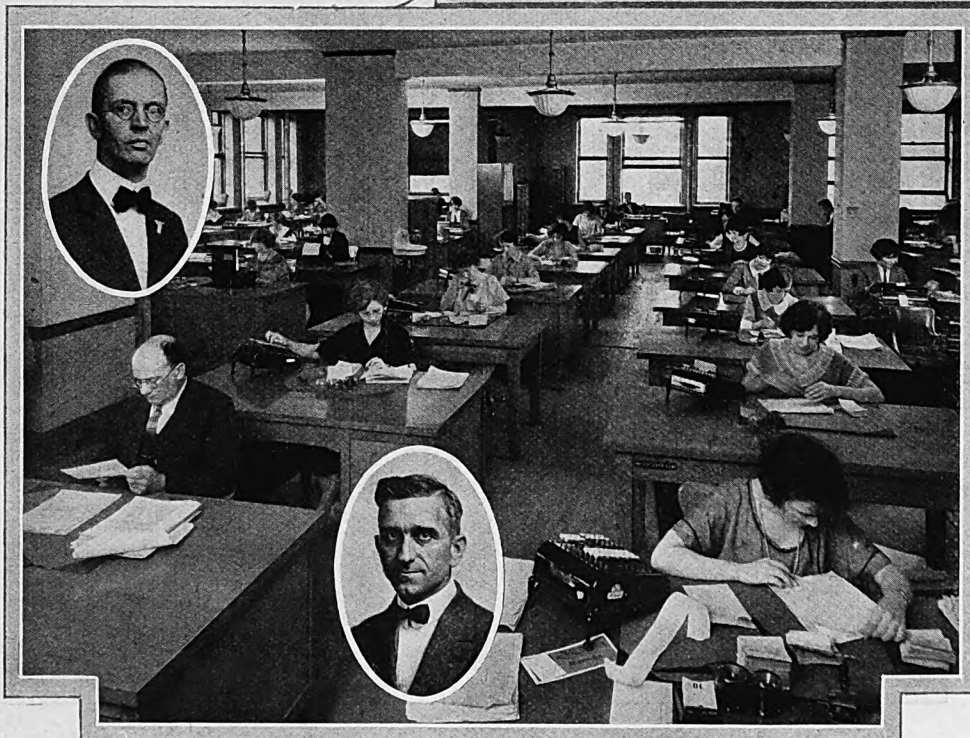
ACCOUNTING
DEPARTMENT
VIEWS



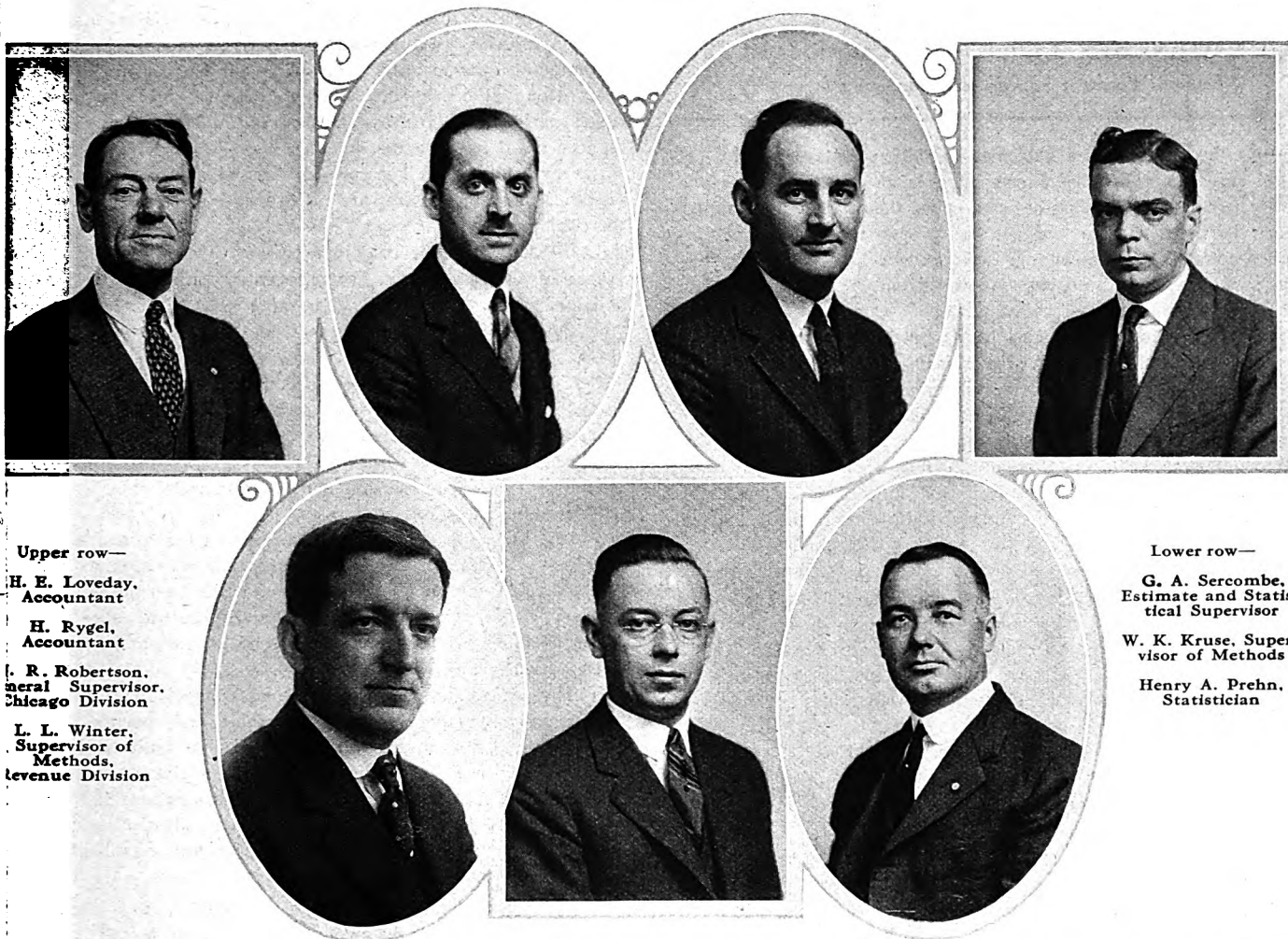
C. W. Mader, Auditing Supervisor, is shown in the inset in the picture of the Auditing Section.



The Addressograph Section, Chicago Division. Robert E. Black, Miscellaneous Supervisor of the Chicago Division, is shown in the inset.



At left—General and Toll Settlement Sections of the Suburban Division, with the pictures of W. G. Noren, General Supervisor, at upper left, and G. W. Voss, Subscribers' Accounts Supervisor, in lower center.



Upper row—

H. E. Loveday,
AccountantH. Rygel,
AccountantJ. R. Robertson,
General Supervisor,
Chicago DivisionL. L. Winter,
Supervisor of
Methods,
Revenue Division

Lower row—

G. A. Sercombe,
Estimate and Statistical
SupervisorW. K. Kruse, Super-
visor of MethodsHenry A. Prehn,
Statistician

llars. After preliminary steps voucher checks are written and
nt on their way to be signed and forwarded.

This in a general way, omitting the many necessary inter-
mediate steps, tells the story of "the out go" side of the telephone
business in Illinois, and to those who do the job it seems hardly
issible that enough nickels could be corralled each month to
ver all this and still leave any in circulation.

Traveling Auditors

Traveling auditors are the field representatives of the
ccounting Department. They check the receipts and disburse-
ments records and the accounting practices of employees who
ndle such matters.

They are particularly interested in safeguarding company
unds and in establishing methods in handling and recording finan-
al transactions, so that faithful and loyal employees will not be
posed to suspicion, due to unaccountable discrepancies in their
counts. They aim also to make their criticisms constructive and
elpful and thus coöperate with the supervisory forces of the
perating departments in their attempt to obtain uniform inter-
retation of the company's instructions by the field forces.

Budgetary Control

It was only a few years ago that the forecasting of a year's
usiness and requirements (with any degree of accuracy),
pecially one the size of ours with its complicated problems, etc.,
as thought to be impossible. The success of such forecasting
as been proved because we are now forecasting not only one
ear but five years. However, changes and corrections in the
gures are made in light of more experience and better known
ictors. The Accounting Department furnishes data as to gen-

eral economic and financial conditions as these may be anticipated
with their probable effect on telephone development; also, esti-
mates the requirements for certain taxes, fixed charges, general
expenditures, etc. The Accounting Department keeps in touch
with the estimated and actual results, and advises the officials
currently of trends, etc.

Methods and Bulletins

The accountant in charge of methods is expected to be
familiar with the various functions of the departments and to have
a knowledge of general organization and business practices. He
must be a methods "expert" or as is sometimes stated in whispered
admission, an "efficiency engineer." Frequently, he is required to
issue bulletins and routine instructions on such subjects as pay-
rolls, sundry disbursements, materials and supplies, taxes, insur-
ance, depreciation, purchases and sales of properties, office appli-
ances, special accounting rulings and various other subjects involv-
ing the accounting to be followed as well as the most efficient and
economical method of procedure.

General Reports and Statistics

One of the important duties of the accountant is to have
always at hand a "chart and compass" as an aid in avoiding danger
and seeking the course of safety. With his statistics and general
reports he really becomes a "torch bearer" for the executive. He
compiles special statistical data, prepares comparative and periodic
reports, graphic charts showing results of operations, trends, etc.,
all of which require a careful study of the underlying causes. In
addition, the accountant is called upon to prepare reports for
governmental, regulatory, etc., bodies which cover many phases of
the company's activities.

SPLICING A TELEPHONE CABLE

One of a Series of Articles on Telephone Practices

TO the uninitiated, a cableman with thousands of tiny wires spread out from the end of a large size cable, faces a herculean task when he is to splice these wires to a similar bunch in another cable and get the proper wires connected together, for it is well known, even to the novice, that each telephone line must have a private right-of-way from the central office to the subscriber's premises.

Like many other problems his is much simplified by proper subdivision and classification. Preliminary to explaining how this is accomplished it is well to describe the functions and mechanical make up of a modern telephone cable.

When the telephone plant took on such dimensions that it was no longer practicable or economical to use open wires on cross arms it was necessary to devise some means of reducing the space occupied by this type of distribution. This resulted in what was termed a cable. At first this was a rather clumsy bunch of rubber covered wires enclosed in a braided cover. While this reduced the space considerably it was found that the parallel wires resulted in cross talk induction between lines and the electrical effects of the rubber insulation interfered with the quality of the speech over such wires, at the same time the ever increasing growth of the telephone plant made even cables of this type unnecessarily bulky and large.

These defects were gradually overcome; the cross talk was eliminated by twisting together the two wires which form the sides of a line, the electrical qualities were improved and bulk reduced by insulating the separate wires with a thin wrapping of paper. With these improvements there evolved the present type of cable which consists of a large number of small gauge paper insulated wires bound together into a tight bundle and covered with a protecting sheath of lead which has been hardened by the addition of a small percentage of antimony. The paper insulation on this cable necessitates that the air within the cable sheath be as dry as the Desert of Sahara, and the splicer has to observe all precautions to keep it so.

Some of the cables now being placed in the plant have as many as 1,212 pairs or 2,424 separate wires all enclosed in a sheath 2 21/32 inches outside diameter and this is not the end; engineers are now designing a cable having 1,818 pairs to be placed in the same sized sheath.

When installed it is necessary to splice the cables together every three or four hundred feet. That a splicer can splice even one splice involving this number of wires without making a mistake is a source of wonder to many, yet recently eight sections of cable were extended out of Oakland Office, Chicago, involving the splicing of 16,968 separate wires, without a single case of trouble.

In order that the splicer may know which of the two wires forming a pair to splice together, each of these wires is wrapped with a different colored paper and he splices wires of the same color together. Next, by arranging combinations of various colors, each combination involving 100 pairs, he is able to determine the group numbers of the pairs involved. Thus for the first hundred pairs of a cable one wire is wrapped with red paper and the other with white paper, the second one hundred pairs, one with blue paper and the other with white paper, and so on until six hundred pairs are reached. If the cable is larger than 600 pairs the color groups are then repeated, thus the seventh hundred will be same color as the first. There is no danger of getting two color groups of the same combination of colors mixed as the groups are arranged in layers, so that in the larger cables having

a duplication of color groups these layers are widely separated.

As injuries to conductors often occur during the course of manufacture the manufacturer places an extra pair in each 100 pair group in order that he may guarantee the full amount of good pairs called for by specifications. These extra pairs are spliced up along with the others. There is also one or two pairs in every cable, depending upon its size, which have a special color combinations; these wires are called tracer pairs and their use will be explained later.

In many cases it is only necessary for the splicer to splice wires of the same color group together; such splices are called random or straight splices. In other cases it is necessary for the splicer to know the individual number assigned to each cable pair. This number assignment obtains its identity from the point where the cable is terminated, usually on the main frame at the central office. The protector strip or terminal blocks on the main frame are numbered consecutively and when the cable is connected, all of the wires in the first group or the core of the cable is connected to the first hundred protectors, the second group to the second hundred and so on.

Now the splicer has an apparatus called a test set which consists of a buzzer and batteries for the operation of the buzzer and also for supplying current for the transmitters of talking sets. The helper takes this set to the central office and connects it up in such a manner as to send a tone out on one of the wires, usually the tracer wire.

The splicer in the manhole then connects one side of his test receiver to the sheath of the cable and touches the other side in succession to the wires in the cable until he hears this tone. He then calls the helper over the exchange line, apprises him of the fact that he has identified the pair and instructs him to connect up his talking set to that pair. The splicer then connects his own talking set to the same pair, thus establishing direct talking connection with the helper.

The process of identifying the individual wires is then a very simple matter. The helper connects the tone to a wire, informing the splicer of the number marked on the frame to which that wire is terminated. The splicer then tests over the pairs at his end until he finds the tone. The splicer has a leather strip through which are punched 101 holes, these holes being numbered in accordance with the pair number being tested. The pair is then inserted in the proper numbered hole, this process being continued until all pairs are accounted for.

The cable in the opposite direction is tagged in a similar manner after which the splice is made by removing pairs of the same count from the strips and splicing them together. This is called a tag splice.

The method of testing is subject to modifications according to the various conditions met with in splicing work. For instance, it is often necessary to transfer lines from one cable to another as when trouble develops between two manholes. In this case a new cable is pulled in the section involved and a splicer works at each end of the section being transferred, the pairs being transferred simultaneously at both ends so as not to interrupt service.

As to what pairs are to be spliced at any given location the splicer is furnished a blue print map, prepared by the Plant Engineering Department. This map shows just what pairs are to be spliced or terminated at every point and the splicer does his work in accordance with the instructions therein.

Even the Indians Believed in Accident Prevention

THUNDER CLOUD, the famous old Sioux chief, once said: "A man who risks his life in battle is a heap big warrior —but one who risks his life cutting down a tree—is heap big damn fool."

INTER-DEPARTMENTAL LEAGUE ENDS SUCCESSFUL SEASON

Machine Switchers Win Baseball Championship— Team is Tendered Banquet by State-Central Local

ANOTHER successful season has just been closed by the Illinois Bell Inter-departmental Baseball League, an athletic organization, sponsored by the company for those employees who are interested in baseball both as players and spectators. The 1924 officers of the league are: P. D. Stobbe, president; C. Le Vee, vice president; H. G. Wormood, secretary-treasurer, and F. W. Fawell, chief umpire and publicity man, all of whom are responsible for its activities, and who kept the league affairs running smoothly throughout the year.

There were eight teams in the league during 1924, a lesser number than formerly, which made the competition for the pennant much keener, and resulted in a very high grade of baseball being played. The teams were well organized and displayed good sportsmanship on the diamond throughout the season—in fact, they were a credit to the telephone organization.

The battle lines for the pennant took shape during the last half of the season, and Long Lines, Evanston and the Machine Switchers dug in for the closing struggle. The championship was undecided up to within the last few games; the crucial game being played Saturday, August 23, between the Machine Switchers and Evanston, in which Evanston was defeated by a score of 9 to 0.

This game placed the Machine Switchers in the lead which they maintained until the end of the season. They played fourteen games; twelve being won and two lost giving them a percentage of .857. Evanston and West Maintenance were the two teams which defeated the champions.

The last game of the season was played with West Maintenance on Saturday, September 6, and was won by the Machine

Switchers by a score of 7 to 1, this game clinching the 1924 championship of the league for the loop team.

The winning of the pennant by the Machine Switchers is due to several factors. The team worked together as a unit,



THE MACHINE SWITCHERS CHAMPIONSHIP BASEBALL TEAM

When the final games of the Inter-Departmental Baseball League had been played off, Kraft, ss; Marshall, rf; Carpenter, c; Olson, p; Drewes, 2nd b; Hammarborg, ss; and Moody, mgr;—standing; and Anderson, utility; Ryan cf; Garrity, lf; Tabbert, mascot; Tabbert, capt. and 1st b; C. O. Johnson, 3rd b; and Dietz, utility;—sitting, had carried off the honors for the Machine Switchers.

followed up a regular practice program and had only encouragement for the men who occasionally made errors. Then, too, the able leadership of Captain R. J. Tabbert, and Manager Bill Moody was a big factor in building up and maintaining a championship team.

The team had two pitchers, L. G. Olson and W. J. Drewes. Olson, despite the fact that he is left handed, showed exceptional control and had a "world of stuff," while Drewes was a hard worker who pitched the first two victories, and then did very good work at second base during the remainder of the season.

A solid substantial catcher was A. B. Carpenter who showed constant skill in handling his pitchers. R. J. Tabbert, a second Hal Chase, held down first base, and was also an able and capable captain. E. A. Paige shared honors on second base with Drewes and proved a steady and conservative player. Two men were used at short, F. G. Hammarborg, a fast and hard worker who puts baseball ahead of his meals, and R. Kraft, a brilliant fielder and a reliable man at the bat.

A fast and accurate thrower who did good work at the hot corner was C. O. Johnson, while Garrity, who could be found in



BANQUETING THE WINNING TEAM

The Central-State Local gave the Machine Switching Baseball Team a banquet on September 15.

left field, was the team's super-energized booster and an exceptional good traveler after high ones. In center field P. Ryan performed the necessary ceremonies. He was a fast reliable fielder and his pet hobby was stealing bases, much to the dismay of the opposing team. The work in right field was divided between G. Marshall and C. W. Johnson; Marshall was a dependable and steady outfielder, but whom, when at bat, managed to stop a number of balls with some part of his person, while Johnson covered his territory in a professional manner, and did his part in keeping the "flies" off the ground.

There were three utility men A. Dietz, G. A. Murray and T. Anderson. These dependable players, who were able to fill almost any position, enabled Moody and Tabbert to plan their games with a feeling of confidence, because they knew if a key man was missing one of the utility men could be depended upon. Then, of course, there was Bill Moody, the manager, who by his diplomacy and hard work kept the team headed for victory.

The fans, too, helped in no small measure to win the pennant for the Machine Switchers, because they were regular in their attendance and were a constant encouragement to the team, especially two super-fans, A. Cruikshank and George Lockie. The mascot, Roy Tabbert, also proved himself a useful adjunct to the team. Furthermore the supervisory forces gave the team the support of their presence and encouragement which, coupled with the reports of the demon statistician, kept the boys right on their toes. The genial score keeper, "King" Cole, was another faithful worker, and his score book had a professional appearance.

A banquet was given for the team Monday evening, September 15, by the State-Central Local of the Plant Employees Association, which supported the team. The banquet was served under the direction of A. S. Rustad and five helpers and was attended by seventy-five men. After the supper had been carefully stowed away with much relish, the festivities were opened by George Baumer, president of the local, by introducing R. J. Tabbert, captain of the team, who in a short but effective speech thanked all concerned for their assistance. Manager Moody was the next speaker, and he told why the team won the pennant, and thanked the players and fans for their support. He also stated that throughout the entire season the activities of the team did not interfere in any way with the players' regular work. In conclusion he presented Pitcher Olson with a merchandise certificate which had been donated by the fans in appreciation of Olson's work.

"Silent" Andy Cruikshank then took the floor and entertainingly told of several interesting events of the season. Burnie Frey, fan extraordinary, who has been considered by the team as a sort of a lucky rabbit's foot, followed Andy, and entertained the party with several interesting stories. The next speaker was Jess Martin, machine switching supervisor, who talked on the management's interest in and support of the team, and then presented Manager Moody with a traveling case on behalf of the local for his efforts in guiding the team to victory.

Dean Stanley was then called upon, and he said that inasmuch as the players were such expert telephone men they just naturally had to be expert ball players—and he spoke only the truth.

Western Electric Publicity Director Visits Europe

"ENGLAND will never be conquered by Babbitt. Her faith in advertising, her wish to sell herself to us and to the rest of the world, and her outlook upon the problems of business are all real; they are founded on good reasoning instead of being skin deep. Moreover she is conducting herself in so sensible a way that no budding writer of her intelligentsia or ours can turn her words and acts against her, as our young writers have satirized us.

"Some humorists pretended to feel alarmed when a couple of thousand American advertising men descended upon London.

They suggested that Babbittism might be contagious, and that we might leave a trail of trite phrases, small-town oratory, and go-getters wherever we went. But the event proved otherwise. Very likely among our great army of advertising men there may have been some of the genus Babbitt, pseudo instead of real, full of hackneyed language. However, they were not in evidence; and instead of spreading any contamination in England, they must have come back cured. For, as I said before, London is sane, clear-cut and well-reasoned in her attitude and her acts."

This is the opinion of Philip L. Thomson, publicity director of the Western Electric Company, who has just returned from a European trip following his participation in the advertising congress at London.

"England is undergoing a change of heart. The old conservatism that kept its own counsel and asked no advice is changing and to-day British business men realize the value of exchanging ideas. They are proud of the past—but equally proud of their modern industry and skill and these, they recognize, need ideas from others. In the convention the attitude of the nation was that it stood ready and anxious not only to give of its best, but to take freely ideas based on our experience in the things in which we had gone further than they.

"Perhaps one additional bit of evidence that Babbitt stayed at home is that we saw no American under the influence of liquor at any time. Babbitt would surely have succumbed to temptation," said Mr. Thomson, "My first glimpse of an intoxicated man for several months was the day after my return on the ferryboat from Jersey to Manhattan.

"But the great proof of the soundness of the British on these subjects lies in the way they received the advertising delegations. If we, in this country, had arranged a gathering to compare with the gathering of public men in London we should have had to bring together a Coolidge, a Hughes, a Hoover, a Schwab, a Gary, a Pulitzer, a Vauclain, a Morgan, a Root, a Willard, and more. I defy any man not to think clearly under the spell of these outstanding minds of the British nation.

"And imagine Babbittism, so-called, in the presence of the lord mayor of London, appropriately ranked with high sheriffs, under sheriffs, beef eaters, and varying grades of other officials. There is something in the tradition, the ceremonial, the very flavor of Old England which dispels the sort of vulgarity from which some of our young men think we suffer.

"Lord Leverhulme in his satin breeches and silk hose is just another instance."

Most of the advertising men found a formal banquet of England singularly impressive when a red-coated, periwigged master of ceremonies began by crying, "My Lords and Ladies and Gentlemen, I beg you wait the Dean of Durham who will say grace." A little later it was, "My Lords and Ladies and Gentlemen, I beg you charge your glasses and stand for Philip L. Thomson, president of the Association of National Advertisers of New York, who will give you the toast 'To the Ladies,' with which is connected the name of Lady Astor."

This was to signify that Lady Astor was to respond to the toast. This she did in a sparkling speech which led Mr. Thomson to praise her in enthusiastic terms to a gentleman who stopped to converse with him at the close of the banquet. Only after he had made something of a eulogy and left, did Mr. Thomson find that the man with whom he had been talking was Lord Astor.

At the close of the convention Mr. Thomson made a business trip to Holland, Belgium and France, and enjoyed a short vacation in the Swiss Alps.

People employ the time you make them wait in summing up your faults, so don't be late.

Defense Day Program Given in All Telephone Offices

DEFENSE DAY, September 12, was celebrated in all offices of the Illinois Bell Telephone Company where such a program would not actually interfere with the giving of service to the public. The program was short and consisted of a talk, telling what Defense Day is, read by one of the supervisory force in each office.

In Chicago over three hundred telephone men took part in a mobilization test along the lake front and at Lincoln Park. Other telephone folks both in Chicago and other points in the Illinois Bell territory took part in other Defense Day demonstrations and meetings.

The Defense Day talk was as follows:

"By proclamation of the president of the United States, to-day has been designated as National Defense Day. In its restricted sense it is a day devoted to a test of the nation's ability to mobilize for defense its military and naval forces, but in a larger sense it is a day of consecration to the principle of national defense on the part of all the people. It therefore seems fitting that we should pause for a short time and turn our thoughts to the meaning of this day. Its observance by telephone men and women is particularly appropriate in view of the great importance of the telephone system in time of war.

"The American people love peace and desire in every honorable way to avoid war. While we are proud of the wars we have fought, always in defense of righteous principle, we are also proud of our efforts for peace. Our history proves that we have avoided war and have made peace whenever our national security made it possible. But history likewise shows that in spite of all effort, in spite of our will for peace, war has come, and until human nature is cured of selfishness and greed of domination, war is still likely to come. And we must be prepared, not only in our military and naval organizations, but in that important army back of the lines.

"The telephone organization, we believe, is in favor of preparedness. A year before America entered the great war 6,000 telephone employees in Chicago marched in the great Preparedness Parade, testifying to their belief that our government should be strong to repel attack, or if need be, to assert the rights of humanity.

"It has been said that industry cannot win a war, but it can lose it. An army requires arms and munitions, food and clothing. In the mobilization of industrial resources communication is always important. In the last war 10,000 men and women of the Bell Telephone System left their daily tasks and fell in behind the American flag. The Signal Corps, so vital to the operations of the army, was made up largely of Bell men. Thousands of other Bell employees aided their country in countless important ways. For one year all the men and women of the Bell System, not in the army or navy, were direct employees of the government, giving the nation first service and first thought in their work. The highest executives in the Bell System entered the army, the navy, and the government departments. We have every right to feel proud of our effort in that war and we believe that if war should come, the telephone people would again come forward in the same whole hearted and effective way.

"Preparedness does not mean war; in fact it is one of the surest preventives of war. No nation will, with impunity, attack another which it knows to be strong enough to repel promptly such an attack. This is and should be the principle of national defense—to prevent rather than to encourage war.

"As we have pointed out, wars cannot be won by armed forces alone. These forces must have the spiritual backing as well as the material support of the nation. To strengthen this spirit and keep it alive during peace times is one of the great purposes of

Defense Day. America has given her people freedom, security, opportunity and prosperity. Our country is worthy of our greatest devotion.

"What is needed most of all at this time is a more complete understanding on the part of American industry of what the War Department is endeavoring to accomplish toward National Defense. With this understanding, industry can cooperate with the greatest effectiveness, both in peace and war. This is genuine patriotism."

Gardner Operators Wade to Work Through Water Knee Deep

DURING the heavy rain storms last summer Gardner Exchange was flooded for several days, streets became rivers and a great part of the city was under twelve to eighteen inches of water. The water surrounded the telephone central



WADING TO WORK

The Linemen who are fixing the cable were not the only ones who waded to their work after the storm of August 9 had just about flooded Gardner. The Operators, too, had to wade for several blocks to get to the telephone office shown at the right of the picture.

office and operators and other telephone employees coming to work were compelled to wade through knee deep water for a distance of several blocks. In many places off the walks, especially between the center of the road and the sidewalks, water waist deep was encountered. The city has no water system, all water being supplied by individual wells. These were filled with surface water during the two days of the flood and the citizens were compelled to drink pop, etc., for several days.

Me and My Feet

MY feet they carry me around
All over town 'most anywheres,
All I need do is simply steer,
And they will save me taxi fares.
So that is why I think I should
To my two feet be kind and good;
Never twist their little toes,
Let 'em walk in nice straight rows.
Never take 'em on long marches
Dressed in shoes that bust their arches,
Never make 'em strut and hobble;
Yes, I'm always most polite
To my feet, both left and right,
And I think that's why, maybe
They seem 'sort of fond of me!

—The Tiny "Y."

BELL TELEPHONE NEWS

Published Monthly by

ILLINOIS BELL TELEPHONE COMPANY

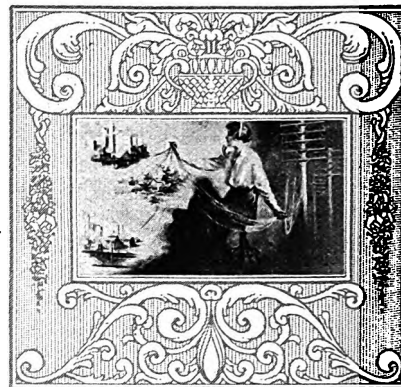


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SUBSCRIPTION PRICE—Two dollars a year in advance, to all persons except employees of the Illinois Bell Telephone Company.



AMORY T. IRWIN, Editor

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Join The Minority

LESS than half of the eligible voters in the United States took advantage of "the priceless privilege of American citizenship" at the presidential election in 1920. In Wisconsin, 47.4 per cent of the eligible voters failed to vote. In Illinois, 39.6 per cent of the eligible voters did not vote. Indiana stands second highest of all states, having only 25.9 per cent of its eligible voters who remained away from the polls.

In the 1922 Congressional elections there were 54,000,000 possible voters. Only 20,000,000 voted.

"Eternal vigilance is the price of liberty"—personal and otherwise. Non-voters are, in a sense, slackers.

There are three important things about an election that every citizen should remember. The first is to vote intelligently. That means to start at least a month before election and learn who is running for office. Find out the qualifications of all candidates, and study what their various candidacies mean in terms of national, state or local welfare. You cannot get any information in the voting booth—at least not trustworthy information. The second is to mark your ballot properly so that it will not be thrown out. The method prescribed by law is simple, but it must be that method without the dozens of variations that voters use—and thereby make their ballots worthless.

The third thing to remember is to vote. Join the minority and help make it a vast majority.

* * *

Have You Heard the News?

WE once heard a friend remark: "It's rumored all over the building, therefore, it probably isn't true." He was referring to something that was causing a lot of conversation among telephone folk.

And he expressed the truth rather neatly, even though cynically. For rumors, like dreams, often go by con-

"CALLS TO BE COMPLETED"

1. Every employee and every subscriber a stockholder.
2. Complete cooperation between every department and every person.
3. Harmonious public relations. Remember—You represent the company to the public. Be courteous.
4. Make "Accident Prevention" your slogan.

traries. Rumors, likewise, are the stock-in-trade of the man who has time and thought for everything except his own particular job.

You know the chap, and he is usually pretty much of a bore. Pussy-foots up to you, leans over confidentially and tells you in an awed whisper of some terrible and dark deed that has been committed or is about to be committed. He always takes care

to tell you he "has it on good authority," or that he "got it pretty straight," and nearly always he requests that you "keep it under your hat." He then proceeds to the next fellow, and the next, and so on, leaving the same information and the same warning with each.

The best way to discourage a rumor monger is to smile when he brings woeful news, and if he persists, laugh out loud. He gets peeved if you refuse to take him seriously. And after that he takes his news elsewhere.

Most rumors are unkind to somebody, and discussion can serve no helpful purpose and may do serious harm.

Swat the rumor!

The Transmitter

* * *

A Big Family

THE Family is the unit of human society. Every group of human beings prospers just in proportion as it gets the family spirit. The war made us realize that the nation is just one big family. When the great danger came, Uncle Sam's boys fell in and marched shoulder to shoulder against the common enemy. We forgot our competitions, our social distinctions and our class hatreds, and rallied around the flag. A business concern also ought to be like a family as much as this is possible. Its members ought to work with each other and for each other. Only by this spirit can each individual prosper. Only by this spirit can the concern as a whole prosper.—Dr. Frank Crane.

HIGHLAND PARK—A NORTH SHORE BEAUTY SPOT

Quiet Charm Pervades this Picturesque Residential Suburb

THE name, Highland Park, almost tells the story; for the town is both high and surely like a great big park, just full of beautiful spots,—great oaks, shady maples and overhanging elms, with shrubbery and flower beds which almost seem to be designed to hide from distant view the architectural beauty of thousands of handsome homes.

We understand that the christening of this city of the north shore was done by ballot; and it is appropriately named. The city of Highland Park lies north of Chicago on the Northwestern railway and the North Shore Electric, and it is one of the prize suburbs. Good roads and the advent of automobiles have brought Highland Park and Chicago closer together. There has always been good railway transportation, but the feeling of distance has been virtually removed by the automobile, and this has contributed not a little to the growth and importance of the city.

To get to this delightful spot from Chicago, other than by railroad, one has merely to head the auto north and follow the beaten path. It will take you over many a winding road, through

the hills and the valleys, with scenic surprises at every turn. It will be a trip long remembered.

Right around the stations in Highland Park the busy commercial activities remind one of a city of much larger proportions, and just outside of this central district, which occupies but a few blocks each way, the city becomes a veritable park, with the conveniences of a city and without its disturbing noises.

Along the lake shore is quite a precipitous bluff from seventy-five to a hundred feet high, and the view of Lake Michigan from these heights is one never to be forgotten. Of course, these beauties may have become common place to the persons who see them every day, but there is a thrill at every turn for the visitor with a sense of the beautiful in nature.

Outside of the city there are several golf links including a first class municipal course. The natural topography of the country aids materially in the proper laying out of the grounds.

Highland Park has long proudly boasted of her schools, the Deerfield High School having gained a national reputation for



HIGHLAND PARK FOLLOWERS OF THE BLUE BELL

At the upper left are some Traffic girls, back row—The Misses Esther Pearson, Gertrude McLevan, Katherine Pelnar, Ruth Spangler, Helen Gieser and Katherine Mowen. Front row—The Misses Philomena Newbore, Viola Lonngren, Pearl Turner, Angela Ugolini, May Grimson, Alice O'Neil and Mildred Krueger. In the circle at the upper right—The Misses Anna Flynn, Ellen Jenkins and Dorothea Evans of the Commercial Department. Lower left—Anthony O'Donnell and Clarence Pöster, Repairmen. Lower right—Some more Traffic girls are the Misses Mildred Hildnek, Frances Ludwig, Loretta Steffen, Mabel Thomas, Irene Nelson, Mary Isom, Anna Hensel and Irene Vallmer.

HIGHLAND PARK HIGH LIGHTS



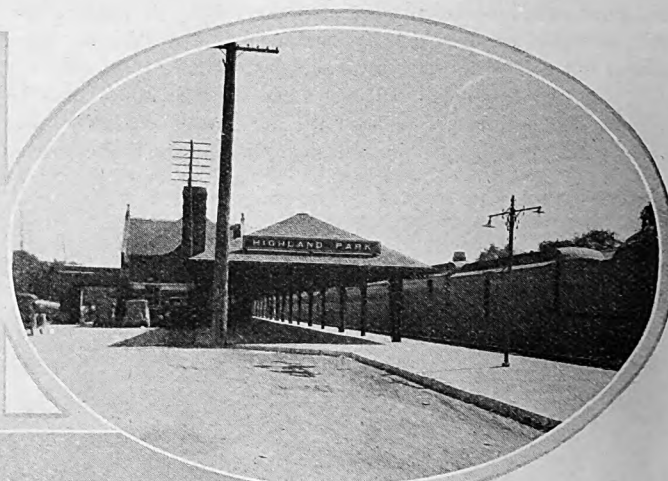
Looking north from the station of the Chicago and Northwestern Railway.



A typical street scene.



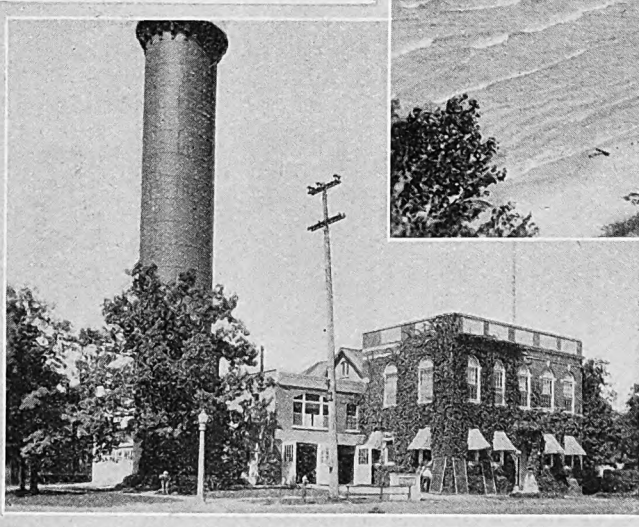
The Moraine Hotel, one of Highland Park's famous places located on Sheridan Road.



The Chicago and Northwestern Station.

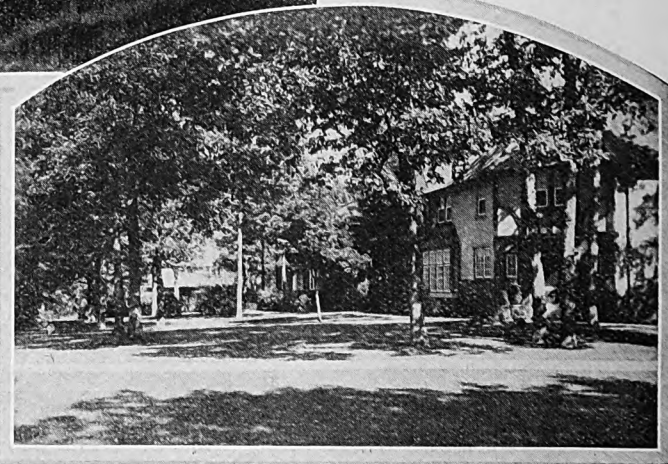


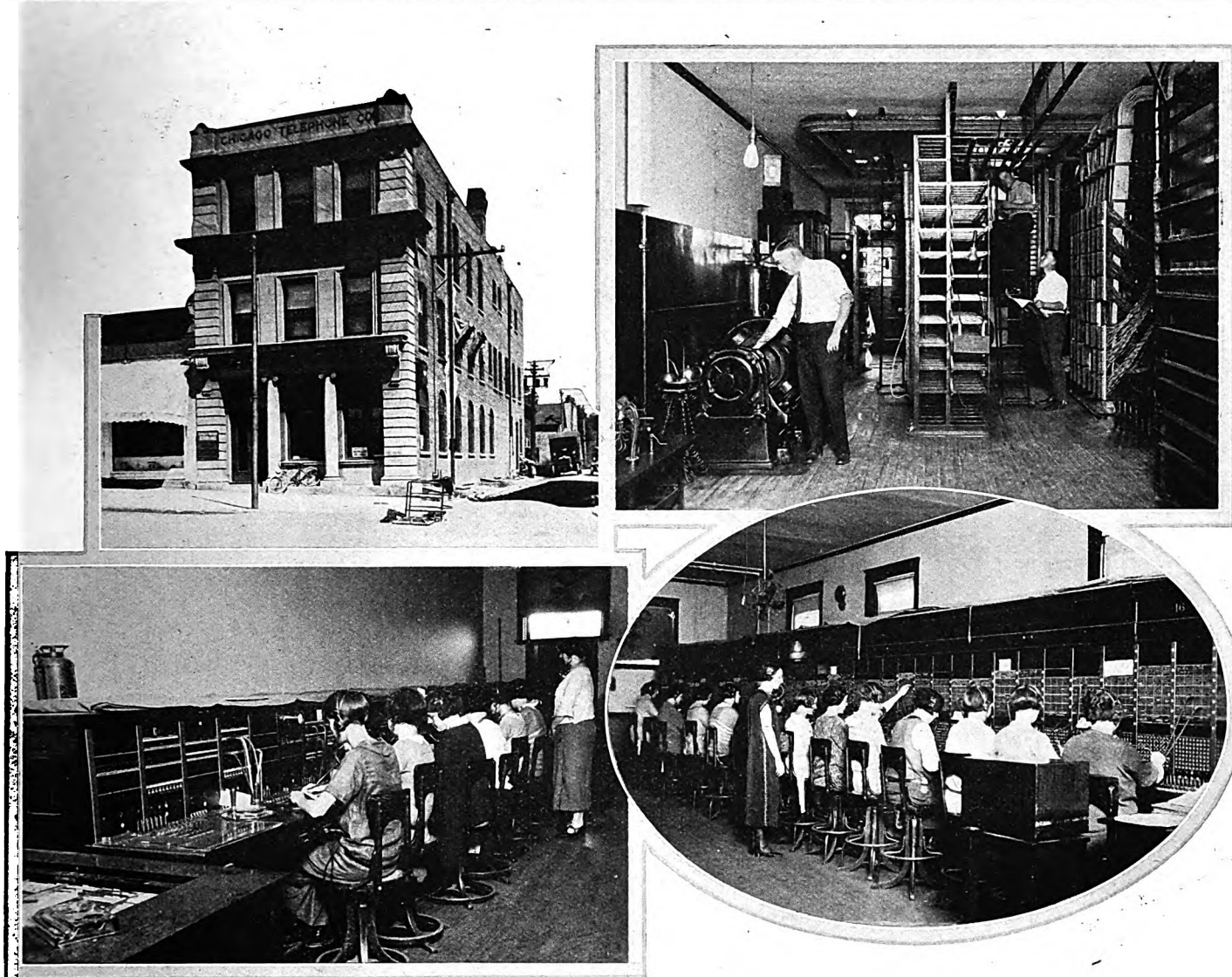
At left—a view of Lake Michigan from the bluff.



The water tower, fire engine house and city hall.

At right—One of the many beautiful residences for which Highland Park is far famed.





OUTSIDE AND INSIDE THE COMPANY'S OFFICE AT HIGHLAND PARK

The building at the upper left is the center of the Bell activities in this North Shore suburb. Upper right—Harold Schram, Wire Chief, is busy in the Terminal Room. Lower left—The toll board is a busy board because the traffic to and from Chicago is heavy. Lower right—The Operators at the local board.

quality. In connection with this school there is a large auditorium which was built by popular subscription, an indication of the quality of public spirit that pervades this city. The business district of the town is suggestive of efficient municipal management, for the streets are well kept, clean and well lighted. Highland Park has a very modern water system and furnishes water to Highwood, the adjoining town.

We, of the telephone business, appreciate the fact that the center of all activities,—business, social and otherwise, is naturally the telephone office; for almost everything is done by wire these days.

The Highland Park Office is located on the two floors above the bank building, right opposite the railroad station, where all departments are concentrated. The pictures of the switchboards in operation tell their own tales. Busy is the word which describes both the local and toll boards. A number of the residents of Highland Park have their businesses and offices in Chicago which accounts for the large toll business between the two cities.

So long as Highland Park maintains its present standard of beauty, cleanliness and charming quiet it will continue to grow in importance as a high class residential city, and we predict for it a very prosperous future.

Long Distance Calls at Peak During Summer

DURING the months of July and August long distance telephone service reaches its peak. At no other season of the year are the toll lines taxed to such an extent as when the summer vacationists, in their search for health and recreation, are separated from their homes and places of business.

July is the month when the volume of toll traffic is generally at its greatest, although August runs it a close second. In September there is a gradual decline, but it is not back to normal until about the middle of October. This year June also is considerably above its average because of the Republican and Democratic national conventions in Cleveland and New York.

Another big factor in the increase in toll service during the summer months is the automobile. In the last few years automobile tourists, both in the east and west, have become more and more numerous, and their demands upon the telephone have increased accordingly.

It is much more difficult to complete a long distance call in the summer than at any other time, as the parties called must be located at clubs, places of amusement, on the golf links, etc., but notwithstanding, over eighty-eight per cent of all toll calls offered by subscribers during the year 1923 were completed.



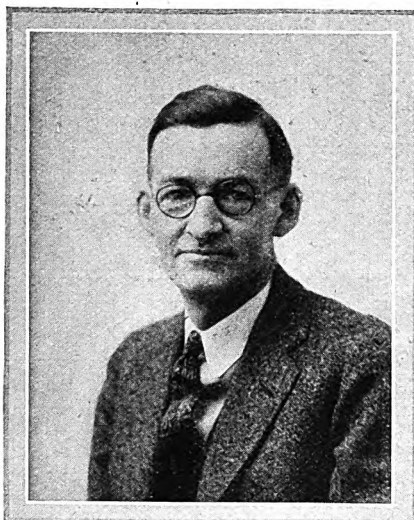
Sigurd R. Sjöberg, President of the Men's Chorus



Daniel Protheroe, Director of both the Men's and Women's Chorus.



Miss Nellie O. Rud, President of the Women's Chorus



O. J. Emmons, Vice President, Men's Chorus

OFFICERS OF THE
BELL CHORUSES
FOR 1924-'25



Mrs. E. M. Hanney, Vice President, Women's Chorus.



F. F. Jones, Librarian, Men's Chorus.



Miss Lucille Burmeister, Secretary, Women's Chorus.



Miss Lillian H. Kruse, Librarian, Women's Chorus

TELEPHONE TRAIL BLAZERS WITH OCTOBER SERVICE RECORDS

Maurice P. Flynn

October, 1898—26 Years

EVERYONE knows him as "Mort" Flynn, and he went to work for the Chicago Telephone Company in October, 1898.

He admits that his prime object was to get some money which, by the way, is the simple reason why most of us started to work.



MAURICE P. FLYNN

from Harrison Street to the "timber line" every ten days. We can easily believe that Mr. Flynn would have been "six-foot-two," except for the wear and tear on the soles of his feet while he was on that job. To-day 120 nickel collectors are required to attend to the coin box collection in this same district!

Looking at this with a statistical eye—the man power in the Collection Department has increased 120 per cent in twenty-five years.

Mr. Flynn was the first to collect nickels from the ten-party black and white lines on the North Side, which was the first nickel service in Chicago. To-day "Mort" can be found in his office on the second floor of the Telephone Square Building from which he directs the activities of over 300 collectors, working only in the city where twenty-four years ago there were but four others besides himself.

Gustave H. Beck

October, 1899—25 Years

Gustave H. Beck started his telephone service in La Crosse, Wis., a quarter of a century ago and was there initiated into the mysteries of the craft by Louis Zarbach, one of the real telephone pioneers.

This was in the days of daredevil line work, western spurs, no safety belts, when lines were generally of No. 12 iron wire, tied to pony glass insulators on ten pin arms with porcelain insulators screwed to the underside to double the capacity of the lead, and incidentally to more than double the trouble. There was no end of swinging crosses, but it was an experience not to be forgotten.



GUSTAVE H. BECK

Mr. Beck with the City Department of the Chicago company, where he has since served continuously.

Part of his time with the Suburban Department was put in as suburban manager in Orland, Palos Park, Worth Exchange, a long name with a lot of long lines, as the district was a sparsely settled farming territory. Three of his suburban years were spent in Wheaton with Bill McFreyer, which Mr. Beck claims was an education.

Mr. Beck has been very active in association work. He was the first president of the departmental council in the Plant Department of Chicago.

Thomas G. Finnelly

October, 1899—25 Years



THOMAS G. FINNELLY

La Crosse was then operating under the Erie Telephone and Telegraph System, a part of the Bell organization, now known as the Wisconsin Telephone Company.

A little later Mr. Beck was detailed on the work of construction and reconstruction in various towns all over the state of Wisconsin. He left Wisconsin about 1901 to go to Fort Wayne, Ind., with the Central Union Company. Here he remained for some time, working under Bob Cline, as a trouble shooter. From Indiana he came to Chicago, and served in the Suburban Department with Mr. Sailor, the chief of construction.

The year of 1903 found

Thomas Finnelly dates his real telephone experiences back of the service period given him in the Bell System. His continuous service began in October, 1899, but ten years prior to that he started work with Tom Ahern of the Chicago company, who said that he did not want any but all around men; men who could dig holes, set poles, adjust transmitters or design a circuit if need be for some particular purpose.

"Them was the, happy days," when telephone men were their own engineers, to some extent, and no two worked alike; standardization was having a dickens of a time to get a foothold.

Mr. Finnelly started right in adjusting Blake transmitters, which doesn't mean much to the

newer generation, but thirty-five years ago transmitter adjustment was a part of telephone life. Blake transmitters have become relics and are now to be found mostly in curio cabinets.

A little later Tom went to the Stock Yards to help rewire the district, working out of the historic "Tower," a famous telephone landmark in the "Yards." Then he came back to the city working with Max Barrett in the A. D. T. Co. for three years. Subsequently, he went with Joe O'Connell in the engineering work, and in 1896 was laid off because of slack work.

Then he left the city and went to Detroit to work again for Tom Ahern, who, meanwhile, had gone to Detroit.

In October, 1899, Mr. Finnely came back to the Chicago company, going to work for Jim Hennessy. Since that time, he has had twenty-four years of continuous service with the Bell organization. He is now located in Calumet Office looking after switch-board work, and expects to retire after twenty-five years more service, and he is good for it, too!

John G. McGregor October, 1899—25 Years

John McGregor began his service with us in the Mailing Department under Mr. Mosley, then treasurer. This was long before the days of automatic sealing and the licensed stamp machines, and all letters were opened with a pocket knife. That is not so long ago—only a quarter of a century—but it was in the days when the regular way was to lick the stamps, or if your tongue went dry, to use a sponge.



JOHN G. MCGREGOR

John G. stuck on this job of stamps and envelopes for a little while and then transferred his affections to the Collection Office in the same department under George Duffy.

There were no nickel 'phones at this time, nothing but dime automatics which were placed around in hotels, drug stores and other public places.

John's job was merely walking and collecting dimes from the slot telephone, from Eighteenth Street to South Chicago, east of State Street. He had taken over part of the territory previously covered by Mr. Flynn, the same "Mort" Flynn who is now chief collector. Mr. McGregor has no authentic record of how many pairs of shoes he wore out on this job, but, like others of the kind, it meant a lot of stepping.

Sometime after this, Mac was detailed to work in the Employment Department with Mr. Bond, in charge of the correspondence.

That was when the employment office was in the same office with the "Storekeeper" in the old Forbes Building where the big twenty-story Bell Building now stands. Then another change occurred, and when the smoke had settled, Mr. McGregor was found again with the Collection Department, where he has been ever since and expects to put the next twenty-five years' service in the same department.

Pearl Melissa Hendron October, 1902—22 Years

Miss Pearl Melissa Hendron, an employee in the office of the Accounting Department, Illinois Revenue Division accounting center at Springfield, is one of our real pioneers.



MISS PEARL MELISSA HENDRON

Born in a log cabin near Lexington, Ky., on December 15, 1882, Miss Hendron received her early education in the schools of McLean, Ill., later attending normal school at Normal.

In October of 1902, she was employed by the Central Union Telephone Company at Springfield as a toll and recording operator, filling these positions in a highly commendable manner.

In 1908 she was transferred to the Commercial Department, assuming the duties of toll biller under the then decentralized plan and continued in that department until the installation in 1913 of centralized methods, at which time she was transferred to the Accounting Department, Springfield accounting center, as toll biller and assistant to the toll supervisor.

In 1914, Miss Hendron was promoted to the position of toll supervisor and continued in that capacity until 1919 when she was assigned to special duties in connection with all toll work in the accounting center, which assignment she has filled efficiently to the present time.

In her twenty-two years of telephone service, Miss Hendron has been, in every way, a most exemplary employee, efficient and loyal to the company and to her associates. In punctuality and attendance she ranks practically 100 per cent.

With her pleasing personality and cheerful disposition, she has gained for herself a host of friends, all of whom most sincerely wish her long continued health and success.

The Accident Ledger

IN a few weeks from now, industry will place before it the ledger of past achievements and scan its columns for discrepancies in cooperative endeavor. In the telephone ledger will be found columns and totals which stand for claims for accidents, in many cases accidents which might have been avoided. In these columns will be found grief and sorrow. An accident to an auto or other property damage is measured only in money and does not touch the heart strings. But here will be seen an entry, stating that \$5,000 was paid for the death of John Smith, or \$1,400 for the final settlement of injury sustained by Bob Brown. These are different—they touch the human side and the company can and does regret such occurrences.

Figures have a peculiar way of bringing up the past. An accident that happened months and months ago, may be forgotten by yourself, but, at the going over of the ledger, the company is again confronted with those things which all abhor, accidents.

In a few more weeks, the pages of 1924 will be turned back. Some of the accident blots will be hidden from sight, but from memory—never. So, during the balance of this year, let's try real hard to have a 100 per cent safety record. Let's use and work our "thinkers" overtime, if necessary, to accomplish that end. At least, let's all try.

TELEPHONE FOLKS WIN PRAISE FROM SUBSCRIBERS

Letters Tell of Appreciation of Service Rendered in Emergency and Regular Course of Business

FROM Mrs. Clarence C. Wielding and Mrs. Fredrick Basedor, both summer residents near McHenry, comes a joint letter telling of the assistance given by McHenry operators during a disastrous fire which destroyed the residence of John Schermann and which caused the owner's life. They compliment the operators for the speed with which calls for fire apparatus were made and attribute the saving of nearby buildings to the fact that the calls for help were put through without delay. The operators on duty at the time of the fire were Adele Heimer, Dorothy Spencer, Theresa Knox, Agnes Young and Clara Miller.

When A. S. Green, a Pullman Office repairman, who was working on the telephone of Fredrick D. Doty, found the trouble to be a defective nickel coil he ordered a new coil from the store-room and left, telling the subscriber that he would return that evening when the coil had been delivered and finish the repairs. When Mr. Green returned at five o'clock the coil had not yet been delivered. On his own initiative he returned to the office, obtained the necessary equipment, and returning to the subscriber's premises established service about six o'clock. Following the incident Mr. Doty wrote to the company to express his appreciation of this service.

"This is to commend the efficient service rendered by your employees during the recent storm," writes Mrs. G. A. Herrmann in a letter to the company, "particularly the quickness with which your wire chief from the Lawndale Office located the trouble." E. F. Ledderboge is the wire chief referred in the letter. H. A. Schmid, a repairman, also worked on the case.

George L. Treadwell, secretary of the Rotary Club of Chicago, has written to President Abbott to express his entire satisfaction of a recent installation. This work was done by Martin Ingels, H. J. Martin, Milton Lyons and G. N. Chapman. Much overtime was necessary to complete the job on time.

Edward W. Sperber, installer, has been complimented by Adolph Pfund, secretary-manager of the National Retail Lumbar Dealers' Association, for the efficiency and industry he displayed in installing a telephone at the office of the association.

M. B. Kennedy of the Chicago law firm of D'Ancona and Pfau, writes to A. R. Bone, general commercial superintendent, to praise the service of Mrs. Edith Underdown, Evanston night supervisor, who recently aided the subscriber in making several long distance calls.

The service rendered by Miss Myrtle Nomenson, Fairfax operator, on an evening in August is praised by the subscriber, W. S. Morrill, in a recent letter written by him.

When James Danek, a Chicago subscriber, had difficulty in obtaining the telephone number he wanted from the directory he appealed to "Information" for aid. Miss Anna Quade, central information operator, handled the call for him and obtained the desired information. Later the subscriber wrote to the company to express his thanks for the service.

In a letter from V. J. McDonnell, president of The National Oil Heater Company, the service rendered by William Schroeder, installer, and E. E. Bent, Edgewater commercial manager, in a recent installation is given high commendation.

C. M. Armstrong, manager at Sterling, has received two letters from satisfied subscribers. F. H. Bennett, storekeeper for Russell, Burdsall and Ward Bolt and Nut Company says, "Permit me to congratulate you on behalf of this office for the prompt

attention I have always received. * * * I may say that I have never heard of any complaint on account of service." The other is from Virginia B. Henning, a representative of the Designer Publishing Company, who says, in part, "While in Sterling and Rock Falls recently, I had occasion to do a great deal of telephoning for several days continuously, and I am taking this opportunity to thank the operators for their prompt, courteous service. It was fine and made my work very pleasant in both cities."

Public Ownership Advocate Recants

OLE HANSON, mayor of Seattle when that city took over its street railway system, used to be a strong advocate of municipal ownership. Now he says that while public ownership is all right in theory, it is all wrong in fact. The reasons for his change of belief are given in an interview in a recent number of the *Journal of Electricity*. Among them are:

"In the first place, municipal properties are immediately removed from the tax roll, thus increasing the burden upon the taxpayer in general.

"The loss of efficiency in the operating staff resulting from municipal ownership is a well-recognized phenomenon. Municipal or government ownership is synonymous with more jobs, more pay, less work.

"Few if any municipal projects are ever constructed within the original estimates. Political promises are made, an undertaking started, and from that day on the cry is for 'money, money, money.'

"Every man's job in a private company depends upon his making good. * * * In a municipality the job often depends on political control, influence or votes. Because of this, municipal enterprises are usually over-manned. * * * Two job-seekers are placed on the payroll when one could do the work."

Don't Throw Sharp Objects in Waste Baskets

SOME of the telephone employees either have a mistaken idea of what a waste paper basket is for, or they are very inconsiderate of their fellow man's aches and pains. Numerous times the safety bureau has issued warning and written articles wherein the employees were asked kindly to refrain from throwing pins, broken glass, nails and other sharp pointed articles into paper baskets. In spite of all this warning and pleading, the practice continues. Two employees recently received injuries from this cause and the safety bureau is again asking the coöperation of all, to eliminate this particular cause of accidents.

When you have occasion to dispose of broken glass you should put it in a safe out-of-the-way place until closing time, and then place it in some kind of container on top of your desk near the waste basket where it will be seen by the janitor, who will remove it to a place of safety.

If you are disposing of old correspondence be sure to remove all pins or clips before throwing the papers into the basket. Only a thought is required to eliminate this class of accident. Just remember someone will more than likely place his hand on the paper to transfer it from the basket to a sack, and if a pin or sharp object is contained therein, he is very apt to come in contact with it.—ACCIDENT PREVENTION AND HEALTH BETTERMENT COMMITTEE.

Coin Box Collector Meets With Fatal Accident

ON Sunday, August 30, Frank C. Taylor, a collector in the Chicago Commercial Coin Box Division, met with a fatal accident at Bryn Mawr and Greenwood Avenues. His automobile was struck by a passing automobile and injuries were sustained that later proved fatal. His unexpected death was, indeed, a shock to his many friends in the office.

Mrs. Taylor, who accompanied her husband, was also severely injured. Frank Taylor had been continuously in the employ of the telephone company since March, 1907, where he gained the respect and friendship of all of his fellow employees.

Funeral services were held August 6 at the chapel, and at the grave in Memorial Park Cemetery by Community Lodge, No. 1005, A. F. & A. M.

M. P. Flynn, manager of coin box collections and several of the collectors attended the funeral. The deepest sympathy of the collectors was extended to the family in their grief.



FRANK C. TAYLOR

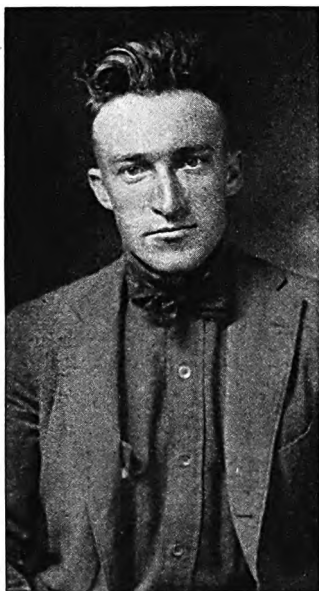
Plant Employee Passes Away at Elgin

EDWARD F. SCHWEMER died suddenly at 9:25 p. m. Labor Day while sitting at the wheel of his automobile which he had parked on Division Street, near Spring Street, Elgin. He had apparently started the motor as the engine was in operation when his body was discovered. A short time earlier, friends were talking to him on Grove Avenue at which time he seemed to be all right.

Edward Schwemer was born in Bloomingdale, February 25, 1895. He moved to Elgin nine years ago and was employed with the telephone company for the last seven and a half years. At the time of his death he was assignment clerk stationed at Wheaton, but was engaged for the past few years as exchange repairman at Wheaton and Elgin.

Ed Schwemer was a valued employee to the company, advancing himself through ability and industry. His superiors and co-workers always found him ready for any duty. After a severe storm or an unusually large amount of trouble he was ready for duty no matter what the hour or weather. The remark commonly expressed was that he was a "whale for work."

At social activities connected with employees' gatherings, Ed Schwemer was very active and popular. Everyone liked Ed and will miss him.



EDWARD F. SCHWEMER

The devotion to his aged mother stands out as an example of his high character and warm heart. Ed never married but devoted his life and energies to make a home for his mother. He is survived by his mother, Mrs. Augusta Schwemer, a brother W. C. Schwemer of Chicago, and two sisters, Mrs. Carrie Landwehre and Mrs. Amelia Bornn of Elgin.

George M. Moorers Dies

ON August 29, George M. Moorers, station installer, was killed in a company automobile outfit at a grade crossing in Glencoe. Mr. Moorers was acting as an exchange repairman on subscribers' trouble when the unfortunate accident occurred. He had cleared a case of trouble west of the Chicago, North Shore and Milwaukee Electric Railroad tracks, had driven east across the tracks on another case, and was traveling west again when the outfit was struck by an electric express train at the crossing.

George Moorers was born in Glencoe, February 10, 1904. He attended the Glencoe schools. He obtained employment as apprentice lineman with the Illinois Bell Telephone Company in November, 1922. Having made a good record in construction work, he was transferred to station installation work last April as a student. He was rapidly grasping his new line of work when the company lost the services of a promising employee.

Telephone Lines Aid Reindeer Raisers

"TELEPHONE lines," says a Stockholm dispatch to the *London Daily Mail*, "are to be laid to the most northerly portions of Lapland in order that the nomad tribes of Lapps may be given meteorological bulletins and information of snow conditions, when they make their spring and autumn moves."

When this contemplated telephone construction is completed, civilization will have extended its long tentacles of wire far up beyond the Arctic Circle into the Land of the Midnight Sun. For ten long weeks, during the short Arctic summer, the daylight is unbroken in this far northern country. For a similar period in winter unrelieved darkness shrouds the land.

The wandering Lapps, a diminutive, broadfaced race, of uncertain origin drive their herds of semi-domesticated reindeer across the lonely uplands of Northern Sweden, working south in the fall, and returning to the summer pasturage of the northern mountains in the late spring. They depend upon the reindeer for meat, milk and hides, eking out a precarious existence by occasional fishing in the lakes and fjords with which Northern Scandinavia abounds.

Related tribes with substantially similar ways of life, are found in upper Norway and the adjacent sections of Russia and Finland. But it is apparently only the Lapps of Sweden who are soon to be assisted in finding suitable feeding-grounds for their reindeer by "meteorological bulletins and information of snow conditions" transmitted into the Arctic wastes by telephone.

FACTS ABOUT THE TELEPHONE

There are more telephones in Illinois than in the whole of the British Isles.

A million dollars a day is being spent by telephone companies in the United States on telephone construction and replacement.

French telephone subscribers who become angry with the operators may be suspended for two days from use of the service, according to a decree issued by the Ministry of Posts and Telegraphs.—*Wall Street Journal*, New York.

OUR TRUST

Edgar A. Wampole, Past President Maintenance Departmental Council of the Illinois Bell Telephone Employees Association

FORTY-EIGHT years ago the founders of our great system dreamed great things for its future. To them it was like a new born babe, and they put their very hearts and souls into the task of realizing the successful culmination of their plans. They never lost heart while it was passing through the colic stage, and when it was attacked by the usual infantile diseases, they sat up nights and days innumerable, until it began to walk and stand erect. They endowed it with a brain of inventive genius and a body of loyal workers. They did not raise their child to serve any particular group of people. Instead, they dedicated it to the service of all mankind. It was by its service that they hoped to bring all of the people into common contact.

Their fondest hopes have been more than realized, and now they are gradually turning it over to the care of another generation. They are turning over the work of their lives to us. How are we going to accept this trust? Are we equal to the task of fulfilling it? It is the same as the father turning over the business to the son, for we are all one big family. It has always been thus—the Bell Family. We never meet all of our brothers and sisters, but we know them well by the part they take in the running of our great system.

Do we still maintain that family spirit of our founders? If not, what will be the result? It is not hard to gain a reputation, the difficult thing is to maintain it. Are we getting so large that our tasks have become simply a matter of routine? Have we, through the results of a very intricate organization, lost touch with the romantic and ideal side of our work? I should dislike to think that this could be true. Our part of this game is not simply a job which will furnish us with the wherewithal to live. It is a service and an all important one.

When we became members of the Bell Family we took upon ourselves a great responsibility, for our fellow men depend upon us to supply something that has become as much a part of their lives as their food and rest, and this we cannot do unless we assume this responsibility as a unit, unselfishly and wholeheartedly.

In the old days, when knowledge was hard to get, the ones that survived and attained positions of prominence, did so because they loved their work. Time clocks and shifts were things unheard of. Have you ever awakened at night and heard the rain beating against your windows? Did a feeling come over you so strong that you could no longer sleep? You arise and look out at the storm and through the rain a vision of the plant looms up and beckons to you. Sleep is now a thing beyond all reason. You dress and start out for your place on the job; you know that you are needed. It is the same in any emergency. If you have felt this, you have been inoculated with the spirit; it has gotten into your blood and you are a real member of the Bell Family. But if you can lie in bed and listen to the wind howl and the rain or sleet beat against your windowpanes, and then turn over and go back to sleep, you are in the wrong business and the sooner you get to doing something else, the better off you will be, for you can never be a success in our game.

I have seen our operators wade knee-deep in the snow with the temperature below zero and the wind blowing a gale, to get to their places at the board. They well knew what a strain on our service such weather brings upon us. They do not do this because they fear the loss of a day's pay; it is that spirit of loyalty and responsibility they feel to those depending upon us for service. It is this spirit that has helped us to become the mighty

system we are. To maintain this we must have this spirit, and when we have it, no matter what part we play, it will not be a task, for it then becomes a pleasure, and just as soon as our work becomes a pleasure, we become real producers, and by our production we help live up to the traditions of those who are leaving this great service in our trust.

Thus we can, when it comes our time to step aside, show to the coming generation achievements to which we can point with pride, and by those achievements inspire them to still greater ones.

Yourself and Company

CONSIDER yourself at the head of a fairly important corporation.

You have, if you are normal, a valuable and useful plant.

It ought, in the course of a lifetime, to produce a great deal of wealth.

Many expenses that will fall to most corporations you will avoid.

The machinery is mostly self repairing, which is a big item.

Up to fifty years of use there ought to be no deterioration—another big item.

Still another asset you possess lies in the fact that if your plant does not succeed in turning out one kind of product it can turn out another.

With very little changing over it can be made to do many different kinds of work.

And always, if well taken care of, it will continue to function.

The kind of a plant you own may be worth, when hired out to others, anything from a thousand dollars a year to a hundred thousand a year.

Your plant, when it is around twenty-one years old, ought to be in fairly good shape for beginning production.

It ought to be turning out good steady work of some useful and saleable sort, and storing away a great many ideas which will be worth much more when they have been taken out and developed later.

But it depends on you, head of the firm of Yourself and Company, whether the plant will carry you to prosperity or to bankruptcy.

You are its sole boss, even when you hire it to others, just as much as the captain of a chartered ship is its boss once it has begun its voyage on the high seas.

To others your plant may be worth \$1,000 or \$2,000 a year.

To you it is worth everything in the world, for without it you will not remain here.

If you learn to take care of it, to keep it smoothly running, to keep trouble away from it, it ought to work for you a long time and enable you to pay yourself big dividends in achievement and contentment.

If you neglect it, allow it to run down, leave it about where bad results can rust it and gum its gears, it will not be worth much to you or anyone else.

If, as we said, you are a normal human being, it is a fine plant.

You are boss of the concern.

You can make much or little of it as you choose.

But you must do the work of the boss. Nobody will help you very much or be greatly troubled if the plant wears out.

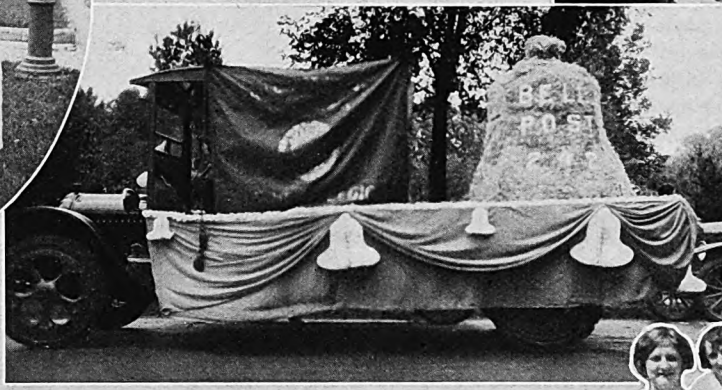
For each human being has one of his own in which he is chiefly interested, and yours is the supreme importance only to yourself.

—The New York Evening World.

AS SUMMER WAS ENDING



The Misses Margaret Paul and Edna Fleming of the Champaign operating force, rode on the Bell Post float for the Labor Day parade during the state convention of the American Legion at Champaign.



Float of Bell Post at the American Legion state convention at Champaign.



Six jolly members of the Quincy Federation.



Rachel Schultz and Marie Kurtz, Operators at Rock Island, are enjoying a Sunday picnicking.



Six more Quincy Federation members—and their names are Mary Steinkamp, Leona Stegeman, Margaret Bisser, Clara Tomanich, Lorene Bisser and Delores Westman.

At left—Quincy's "chicken eating contestants."



A surprise party was given for Miss Edna Sommers, Station Installation Unit, Removal Section, Chicago Plant Department, who was a September bride. Miss Sommers is at the right of the picture.

HARVESTS OF VACATION

By May T. Dewhurst

IT was a hot day in early September and mother had planned one of her porch dinners. The garden, now gorgeous with zenias and marigolds, asters and dahlias, made a pretty picture from the screened-in porch where the climbing roses and trumpet vine shaded the table which was neatly set for six. In the center was a bowl of pink and lavender asters and at each place was a tiny bouquet made of pansies and mignonette and bachelor's buttons which were still blooming this year because of the late summer.

From the vegetable corner of the garden, Mrs. Miller had gathered her last green beans from the "Kentucky Wonder" and some late red and yellow tomatoes from her own plants were now in the refrigerator in the salad bowl.

As Mary and Katie came up the walk together, mother stepped to the door and Mary said as she kissed her, "You look as cool as if it were sixty instead of eighty-five degrees. I was just saying it was too hot for you to have to get dinner for us. Nobody ought to be hungry this weather, anyway."

"I'm not hot at all. I've been sitting here reading this Edna Ferber book for the last hour and maybe you won't get any dinner, after all."

"It doesn't look like dinner in the dining room," said Katie. "But I know what you've done. See, Mary, we're going to eat outdoors! Isn't that lovely?"

"Well, hurry upstairs and get ready and we'll have supper as soon as Tom gets home. He's going to bring Ted Wilson with him."

"He is! And John is coming, too. Have you got enough to eat?"

"Oh, I guessed that John would come, so I put an extra potato in the oven to bake," laughed mother.

"Isn't your mother just wonderful!" said Katie as they hurried upstairs. "She never seems to mind having company and you never feel that it makes her any work."

"I guess it's because she plans her work so well. There she was reading a novel when we came home and if I didn't know her so well, I'd be afraid that we weren't going to have much for dinner."

Mary's faith in her mother was fully justified when a half hour later they sat down to the perfectly prepared, though simple dinner. And mother, looking cool and comfortable in her lavender house dress, did not have the appearance of being worn out by the preparation of the meal.

Tom said, as he served the meat, "I certainly am glad you chose something I won't have to carve to-night and we won't even have to exert ourselves to eat it as it's all ground up for us."

"Well," said Ted Wilson, "I never ate a porterhouse that had such a good flavor as this has."

"And if you ever had to serve a porterhouse to a large family," said Tom, "you'd be glad to have this kind. It's awful to divide that juicy tenderloin among the most worthy members of the family—"

"And eat the tail end yourself," broke in John laughing.

"Yes," added mother, "and there is another practical point for you to remember. This round steak doesn't cost more than a half as much as a porterhouse does, and I cook these balls in a hot pan in butter so quickly that it is really almost like broiled steak."

"Mary," said John, "do you remember that steak we got at that country tea room on the way to Katie's? It was as easy to cut as a piece of leather."

"Well, the gravy, as I remember it, was tender," said Mary, laughing.

"Now, children," said mother, "you must make the most of these beans. The 'Kentucky Wonder' has made its last offering and I don't know but that they are as tender as when the first came and they were so big, I broke each one in a dozen pieces."

"They certainly are good," replied Katie, "but I don't see when you cooked them. They weren't on the stove when we came."

"Oh, no," explained mother, "on hot days, I do my cooking in the morning and then I can sit and read my novel in the afternoon. All I had to do to-night was to tuck the potatoes into the oven to bake, put the beans on again in the double boiler to heat, and my dessert I made and put in the refrigerator early. So I had a lovely time for an hour before you came, reading 'So Big'."

"Oh, that is Edna Ferber's latest, isn't it?" exclaimed Ted. "How do you like it, Mrs. Miller?"

"I like it very much, but when I finished it to-night I wanted it to go a little farther."

"Mother wouldn't like to leave her son lying face down on the bed," said Mary. "You know mother is so devoted to Tom that she can't bear to think any boy turns out badly."

"Well, I haven't finished the book yet," remarked Tom, "but I think that a fellow ought to be horse whipped, who took all that his mother did for him and then doesn't prove to be a man. This fellow is turning into a regular 'dude'."

"Maybe his mother was partly to blame. In the first place I never could see why, with her bright ways and her love for pretty things and her imagination, she fell in love with the good but stupid de Jong."

"Well, you see she had too *much* imagination," said John. "She looked at his handsome face and big strong body and she imagined a lot that wasn't there, except that he was good and faithful. Of course she was lonesome and no one else was near."

"Maybe it was lucky there wasn't. A girl like her might have 'fallen for' a brilliant fellow who would have lacked the more important foundation of steady, faithful love. But she did think she had made a mistake in bringing up her boy when she saw him leaving his profession to make money faster."

"Well, that was all that woman's fault. I just hate that Paula, with her rich husband, and trying to vamp Dick the way she did," said Katie.

"One thing about it, he began to see her for what she was worth after he met that real girl," said Tom. "I bet Paula didn't find him good company if he did dress finally to go to the dinner that night."

Vacation Days

Vacation days, vacation ways,
Vacation friends, and chums!
The world puts by its work, and plays,
When vacation comes!

Vacation jests, vacation guests,
On quiet peaks and shores,
We all are Mother Nature's guests
Within her out of doors.

Vacation gleams, vacation dreams,
And, memories so dear,
That thinking of those days, it seems
Vacation all the year!

Vacation days, vacation ways,
Who can be grieving when
The very air about us says,
Vacations come again!—MARGARET STANLEY.

"I know what they'll do," said Mary. "Dick will take his mother over to see those lovely places in Europe and he will settle down to his architecture again."

"And I hope," added Katie, "that his mother will get a few clothes that are becoming and that she will be as happy in them and as pretty as she was in that red cashmere."

"We do love to have things come out according to our own ideas of happiness," said mother. "I think it is a good book for it makes you just love the good old earth and the nice vegetables she brought from the farm and you see how hard people work to feed us. When I was looking over Tony's cart to-day, I could see Selina digging away to send her cauliflower and asparagus to the city."

"I like the way she slams the people who spend their time fussing to look young and putting on paint and stuff till they beat a wax doll. I'd rather have a mother like Dick's if she did look bedraggled."

"I'd rather have one like mine, who works hard but looks pretty, too," said Mary bending down to kiss her mother's gray hair as she reached over to change her plate.

"Praise to the face is open disgrace," quoted mother, as she blushed the color of the pink asters before her, and to change the subject she said, "Tony brought me six real eggs so I had to make you some sponge cakes."

The sponge cakes were made more delicious by a chocolate sauce and on top of each was a large spoonful of whipped cream.

"It's funny how a good dinner like this out on the porch can make you feel at peace with the world. I was wishing as I came home to-night that I could be back at the shack and I thought it was tough to have to be at work while other people did nothing all summer."

"Yes, Tom," said Katie, "I thought of that, too."

"That's why we ate out here," said mother. "I think we can lengthen our vacations by using what we have right at home. My father used to sing,

'We need not go abroad for joy
When we've a feast at home.'

"Well, the feast is all right," laughed Tom, "but where's the canoe?"

"You and Katie had that so much for two weeks that you can live on the memory. When is your mother coming home, Mr. Wilson?"

"Please call me, Ted, Mrs. Miller."

"All right, Ted, I will. It does seem more friendly."

"She is coming next week. She says the country will be so pretty a little later that she may go there again for a week, but

she doesn't want to stay after Mrs. Freeland leaves. I think you are right about the vacation, Mrs. Miller. I have enjoyed working this summer better than I did loafing last year and when I did go up there for week-ends it was such a treat that I appreciated the country and the boats and everything a lot more."

The sun had set and the stars began to shine before the family left the porch. Tom had slipped into the house and the phonograph was playing *From the Land of the Sky Blue Water*, and they sat still and thought of the ideal days on the river.

"After all," said mother, "we have a lovely harvest this year. Our eyes still carry the pictures of the river and the fields and trees. You girls are stronger because you learned to paddle and row and swim, and dear little Betsy, even, can row and swim, too."

"And she looks as brown and healthy as a country girl and she hasn't been where they dress for dinner and act like grown ups before they are twelve as they did at the hotel," said Ted.

"I'd hate to have Betsy get the ways of some of the girls I saw last summer. Why they powder their noses at the table and take away your appetite."

"Not yours, Tom," laughed John.

"Don't worry about Betsy," said mother, as they rose to leave the porch. "She has a sensible mother."

"And that's all that's needed," said Tom, as he threw his arms around his mother and accompanied her into the house.

Telephone Men Help Make Beauty Show a Success

G ARBED in blue serge coats, white flannel trousers and white shoes, the telephone men who dispatched the parades during the Beauty Carnival at Atlantic City, made a sober but pleasing background for the bright-hued feminine loveliness that delighted the eyes of spectators.

Spaced at regular intervals along the boardwalk, those telephone men employed by the Delaware and Atlantic Telephone and Telegraph Company, which is an associated company of the Bell Telephone Company of Pennsylvania, were ready to render emergency service of any kind in addition to the actual dispatching of the parades.

Mounted on raised platforms they worked hand in hand with the first aid service that had been arranged by the city to take care of those who had need of prompt medical attention.

"In addition to dispatching the rolling chair parade and the final parade on Friday," one said, "I had so many questions asked me on so many different subjects that I was forced to keep my telephone busy all the time. The railroads must have thought I was collecting information to start a road of my own!"





"EXCUSE IT, PLEASE!"

Information

The telephone girl in a New York hotel answered a queer call over the house exchange the other morning about eleven o'clock. When she "plugged in" a man's voice said: "Hello. Is this the So-and-So Hotel?"

"Why, no," answered the girl, "this is the Such-and-Such Hotel."

"Oh, all right," said the man. "Just woke up and didn't know where I was."—*Boston Transcript*.



Reverse English Bull

Private Jones was summoned to appear before his captain. "Jones," said the officer, frowning darkly, "this gentleman complains that you have killed his dog."

"A dastardly trick," interrupted the owner of the dog, "to kill a defenseless animal that would harm no one!"

"Not much defenseless about him," chimed in the private, heatedly, "he bit pretty freely into my leg, so I ran my bayonet into him."

"Nonsense!" answered the owner, angrily. "He was a docile creature. Why did you not defend yourself with the butt of your rifle?"

"Why didn't he bite me with his tail?" asked Private Jones, with spirit.



You Answer Him

"Father," son asked, "freight is goods that are sent by water or land isn't it?"

"That's right, son."

"Well, then, why is it that the freight that goes by ship is called a cargo, and when it goes by car it is called a shipment?"

And then son wondered why father put on his hat and sauntered outside to get the air.—*Railway Life*.



The Fade Away

"What do you make a week?" asked a judge of an Italian organ-grinder.

"Twenty dollars, sare."

"What! Twenty dollars for grinding an organ?"

"No, sare; not for da grind—but for da shut up and go away."



McPherson is Responsible for This

A subscriber at McPherson came into the Commercial Office to place a call and this is what he said to the young woman at the counter:

"I want to talk to my bank in Lindsborg by long distance telephone."

"What is the name of the bank which you do business with?" asked the young woman.

"Oh!" he exclaimed. "Do I have to tell you?"—*The Voice*.



Scandal

Mrs. Hawkins: "They tell me your 'usband's locked up, Mrs. Rope, an' there's a woman in the case, I'm informed."

Mrs. Rope: "A woman?"

Mrs. Hawkins: "Yes, they say 'e is charged with Miss Demeanor!"



No Pull, Either

A wealthy motorist, while touring through Georgia, drove up to a gasoline station and found the tender a lazy country boy. "Hey, boy," said the motorist, "I want some gasoline. Get a move on you. You'll never get anywhere in this world unless you push. Push is essential. When I was young, I pushed and that got me where I am."

"Well, boss," said the boy, "I reckon as how you'll have to push again, 'cause we ain't got a drop of gas in the place."



Not Very Plain

Teacher: "This is the third time you have looked at George's paper."

Pupil: "Yes, ma'am, he doesn't write very plain."—*Answers (London)*.



'Twas Simply Great!

Father: "How is it, young man, that I find you kissing my daughter? How is it, I ask you?"

Young Man: "Oh, great!"



Jimie Carbon Says—

Before condemning the girl with the bobbed hair, consider one fact: it's her hair.—*The Transmitter*.



A Mighty Good Reason

The little girl, with childlike frankness, was talking family affairs at the neighbor's. "Mamma wouldn't pay the telephone bill," she said, "and papa wouldn't pay it, and so now the 'phone is out of order."



Retribution

Chief Operator: "What's Gladys crying about?"

Assistant Chief: "She called up a friend and gave herself the wrong number."



Doctor (awakened at 4 A. M.):
WHAT'S THAT—YOU CAN'T SLEEP?
WELL, JUST HOLD THE WIRE AND
I'LL TELL YOU A BEDTIME 'TORY.

© Life Pub. Co.



Keeping the Telephone Alive

Americans have learned to depend on the telephone, in fair weather or in foul, for the usual affairs of the day or for the dire emergency in the dead of night. Its continuous service is taken as a matter of course.

The marvel of it is that the millions of thread-like wires are kept alive and ready to vibrate at one's slightest breath. A few drops of water in a cable, a faulty connection in the wire maze of a switchboard, a violent sleet, rain or wind storm or the mere falling of a branch will often jeopardize the service.

Every channel for the speech currents must be kept electrically intact.

The task is as endless as housekeeping. Inspection of apparatus, equipment and all parts of the plant is going on all the time. Wire chiefs at "test boards" locate trouble on the wires though miles away. Repairmen, the "trouble hunters," are at work constantly wherever they are needed in city streets, country roads or in the seldom-trodden trails of the wilderness.

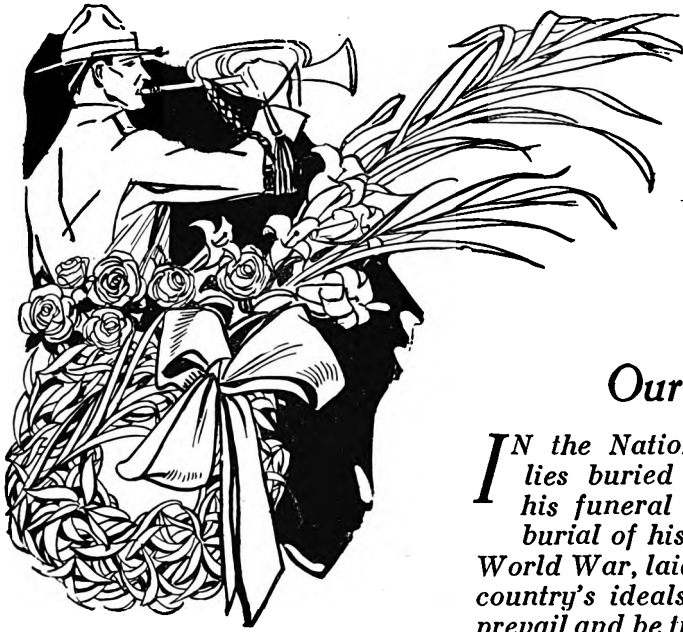
Providing telephone service for this great nation is a huge undertaking. To keep this vast mechanism always electrically alive and dependable is the unending task of tens of thousands of skillful men and women in every state in the Union.



**AMERICAN TELEPHONE AND TELEGRAPH COMPANY
AND ASSOCIATED COMPANIES**

BELL SYSTEM

One Policy, One System, Universal Service



Our Front Cover

IN the National Cemetery at Arlington lies buried the Unknown Soldier. In his funeral the nation symbolized the burial of his fellow soldiers who, in the World War, laid down their lives that their country's ideals of right and liberty might prevail and be triumphant. Here, too, stands the Arlington Amphitheatre erected by the people of a grateful nation to commemorate and honor these brave men who fought their gallant fight that wars might be no more.

Armistice Day, November 11, had its beginning, when in 1918, hostilities between the victorious Allied Armies and the Teutonic Powers ceased. That was a day of celebration and gladness throughout the world, celebration because the war was ended and happiness because the men of the armies would soon return. But to-day Armistice Day has a deeper meaning, and because of it November has come to be a sacred month. Now, the eleventh is a day of honor for the fallen and of prayer for the furtherance of the ideals for which they gave their lives.

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Number 4

PLENTY OF PEP AT PIONEERS' CONVENTION

*Ben S. Read of Southern Bell Elected
President By General Assembly in Chicago*

FOUR of Chicago's North Side hotels had to take out the extra linen and set up the spare beds in order to accommodate the delegates, members and guests who came from north, south, east and west to attend the eleventh annual meeting of the Telephone Pioneers of America, held October 9, 10 and 11. They came from thirty-one different states and two Canadian provinces and it took almost the entire personnel of the Theodore N. Vail Chapter, the Chicago Pioneers' organization, to make up enough reception committees to meet all the incoming trains. Swelling the throngs of conventioners who arrived almost hourly over the regular trains, there were six special trains which rolled into Chicago's railway terminals laden with delegates from all corners of the continent, to the largest convention ever held by the Telephone Pioneers.

In addition to the personal welcome extended by the Vail Chapter members, a huge electric sign on the Edgewater Beach Hotel, headquarters for the convention, blazed out a brilliant welcome, while William E. Dever, mayor of Chicago, sent in an official letter of welcome that arrived at convention headquarters on the opening day.

Right after dinner Thursday night the convention settled down to business, the delegates attending the general assembly for the annual election of officers and other business, while the non-delegates and their guests adjourned to the banquet room of the Edgewater Beach for an evening of dancing.

Some delegations were late in arriving at the General Assembly due to late trains, but when the roll call was retaken later in the evening, there were close to 150 delegates in attendance, the largest Pioneer assembly that has ever convened.

A. L. Salt, president of the association and vice president of the Western Electric Company, presided.

A summary of the association's recent progress was given by Secretary R. H. Starrett in his annual report for 1923 and its supplement from January 1, 1924, to September 26, 1924. The report showed a remarkable growth in the organization during that period. Since January 1, 1923, the association has had a net gain in membership of 3,262. Already the year 1924 has outdone 1923, for the total gained in 1923 was 1,399, while up to September 26 this year the membership records showed a net gain of 1,863 members.

In 1923 six new chapters were organized and granted charters, while since January 1, 1924, seven new chapters have been chartered, making the total number of chapters thirty-three and the total active membership 7,796.

In the election, which followed the reports of the various committees, Ben S. Read, president of the Southern Bell and Cumberland Telephone and Telegraph Company, was chosen to



BEN S. READ
President of the Southern Bell and Cumberland Telephone and Telegraph Company, Atlanta, Ga., was chosen President of the Telephone Pioneers of America for the year 1925.

succeed A. L. Salt as president of the Pioneers.

Mr. Read is a very happy choice for this office, not only because of his personality but also from his long experience of thirty-four years in the telephone industry. His start in telephone work was made at the age of fourteen years, as a toll agent in Tennessee. Nine years later he became manager at Owensboro, Ky. Since then he has continued to rise to more and more responsible positions, last June seeing his election as president of the Southern Group of Bell Companies. He left the chief executive's position in the Mountain States Telephone and Telegraph to take up his present work.

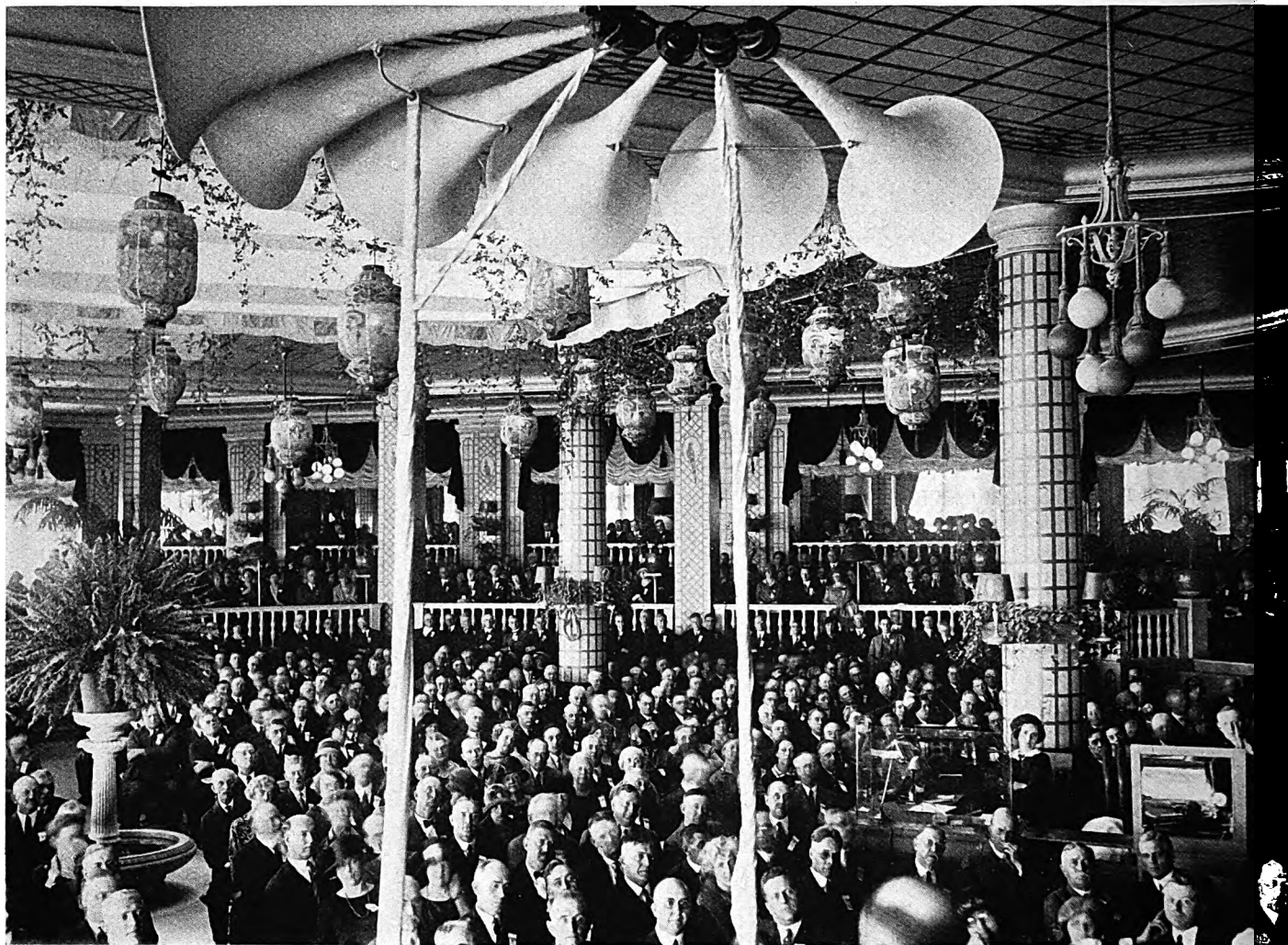
F. A. Stevenson was elected senior vice president of the Pioneers. He is the director of the Long Lines Department of the A. T. & T. Co.

The three other vice presidents chosen were: A. E. Berry, president of the Chesapeake and Potomac Telephone Company; D. P. Fullerton, vice president of the Pacific Telephone and Telegraph Company, and W. R. Abbott, president of the Illinois Bell Telephone Company.

The executive committee picked for the next two years consists of E. K. Hall, vice president, A. T. & T. Co.; Miss Ida Krebs, cashier, The Ohio Bell Telephone Company, and H. D. McDonald, commercial representative, A. T. & T. Co., Boston, Mass.

One of the historic achievements of the convention was the unanimous election of Thomas A. Watson, assistant to Alexander Graham Bell at the invention of the telephone, as an honorary member of the Pioneer association. Mr. Watson is the man who heard the first sentence ever spoken over a telephone. In fitting commemoration of that event the committee apprising Mr. Watson of his election to membership in the association paraphrased the words of Prof. Bell's first message in their telegram to Mr. Watson. The telegram opened with the sentence: "Watson, we want you."

The morning after the delegates' meeting the general meeting of the convention was held in the beautiful marine dining room of the Edgewater Beach Hotel from ten to twelve o'clock. The waves of Lake Michigan broke but a few feet from the room and a soft refreshing lake breeze wafted in through the windows, while the enormous audience listened spellbound to the exceptional oratory of the speakers. A Western Electric public address system carried their voices to every corner of the big room and they carried their entire audience with them as they voiced the determination of the Pioneers to carry on to greater success. The speakers were: H. B. Thayer, president of the A. T. & T. Co.; A. L. Salt; J. F. Henderson, commercial representative of the Southwestern Bell Telephone Company for the state of Texas; George Van Buren, commercial representative of the Pacific Telephone and Telegraph Company, and Miss Julia I. Dwyer,



THE ELEVENTH ANNUAL MEETING IN SESSION

The Pioneers met in the huge Marine Dining Room of the Edgewater Beach Hotel, where the Western Electric Public Address System had been installed to aid the speakers in getting their messages to everybody in the room.

employment manager of the Northwestern Bell Telephone Company at Des Moines, Ia. W. E. Bell, president of the Theodore N. Vail Chapter, gave a brief address of welcome, and the new president, Ben S. Read, made a very happy extemporaneous speech.

Aside from the meetings, there were plenty of things to occupy the conventioners. A generous weather man set three balmy Indian summer days aside especially for the convention, ideal for golf, and many of the Pioneers utilized them to the full on the miniature golf course at the Edgewater Beach, or, introduced by Chicago friends, visited the golf clubs of the city as their guests. Bowling was provided by the committee at the Illinois Bell Telephone Company's alleys. While resting from these pastimes, the Pioneers seized the opportunity to tour the city's boulevard system, while the ladies got in a few fast rounds of shopping at the big Chicago department stores.

One feature of the sight-seeing was a visit to the Hawthorne Works of the Western Electric Company. It required a dozen big motor busses to carry the huge crowd that wanted to see how telephone apparatus is made. The trip to the big factory followed the boulevard system through three of Chicago's beautiful parks. The party, which numbered close to 600, was disembarked at three different entrances when the busses arrived at Hawthorne and was then split up into small groups, each supplied with a guide. Cable making, desk stand operations and other manufacturing processes gave the Pioneers a busy morning and by the time they reas-

sembled at the busses for the return journey they had a more concrete idea of what eighty acres of floor space might mean in the way of weary feet if one tried to cover it all in much less than a week.

Entertainment at the convention headquarters consisted of a dance every night, with moving pictures on Friday night and a special radio picnic on Saturday night an added attraction. One of the special features of the moving picture entertainment was the film taken at the Atlantic City convention last year. A film showing what it means to build homes fast enough to keep pace with the tremendous growth of Hawthorne was another feature. The moving picture operator also took the Pioneers to the great northwest, where they watched the lumbering of telephone poles. This trip was followed by an unusual trip over the billowy waves of the ocean to watch the landing of the American end of the new Atlantic cable, the first cable to utilize the permalloy metal developed by Western Electric engineers.

The Saturday night entertainment put on by the Illinois Bell Telephone people was a humorous "futurist" demonstration of the possibilities of the art of communication. A huge radio set with dials so large that two hands were required to manipulate them was hooked up with a Western Electric public address system. Laboratory demonstrations were given showing that telephone users will soon be able to see their parties, as well as talk to them. Not only were pictures sent over long distance wires by a spe-

cial method developed especially for this demonstration, but the demonstrators even succeeded in sending Graham McNamee, well-known radio announcer, over the wires. Mr. McNamee, who is the announcer at the American Telephone and Telegraph Company's station W E A F at New York, told about the broadcasting of the New York-Washington baseball championship series and some other interesting stories from behind the scenes in the radio studio.

The Saturday night entertainment marked the close of the big convention, the last general meeting of the organization until next year, which will be the fiftieth anniversary of the discovery of the telephone.

Not only did the committees of Pioneers in charge of the various functions of the convention do a splendid job but they were ably assisted by many Illinois Bell employees who were themselves not pioneers. Among those who aided in the Saturday evening show were Thomas B. Lambert who was responsible for the photographic slides and projection apparatus; G. W. Butler, director of the radio studio; J. J. Cleary, the "Professor" in the radio demonstration; C. E. Sutton, Dr. I. C. Cosmos in the photographic demonstration; S. G. Heidenrich, radio soloist; H. W. Knight, banjo accompanist; F. O. Proctor, assistant in the radio studio and "rube" at the Thursday evening dance; K. S. Russell, assistant on the stage, and S. W. Harrington, assistant in the radio studio.

Arrangements for the handling of telephone traffic at the convention was under the supervision and direction of J. L. Campbell, city traffic supervisor, and W. A. Sepke, pay station supervisor. Other traffic men included P. B. Hefferen, F. A. Mitchell and W. J. Novak. The pay station attendants were Misses Rosanna Berkery, pay station evening chief operator; Maud Kiernan, pay station supervisor; Ida Klaiber, pay station supervisor;

Rose McAvoy, P. B. X. instructor; Helen Dougherty, pay station attendant, Commercial Department; Josephine Leonard, pay station attendant, La Salle Hotel; Mary Kelly, pay station attendant, Congress Hotel; Anna McDonough, pay station attendant, Morrison Hotel; Luzella Kane, relief pay station attendant; Katherine Doone, relief pay station attendant, and Mesdames Mabel Paper, P. B. X. instructor; Caroline Klein, P. B. X. instructor; Margaret Pierce, pay station attendant, La Salle Hotel; Agnes Steib, pay station attendant, Congress Hotel. Messengers included Elmer Bitterlin and George Ball, Board of Trade; Eugene Cisowski, Marshal Field and Company; Frank Fataro, C. & N. W. R. R.

Telephone employees, who aided on the Registration Committee at the Edgewater Beach Hotel, included Hubert A. Curtis, assistant chairman; Philip Stockhausen, Jr., Misses Molly Ahern, Viola Alberts, C. Becker, Leota Deacon, M. Gibbons, Marguerite Giltinen, Maud Haas, Edna Hanaford, Grace Klewer, Mary Lardner, Elsie Lehmont, Virginia McCann, Dorothy McGrath, Gladys Oferson, Marion Rainey, Ruth Stark; the Mesdames P. H. Stockhausen, Jr., Ruth Woods, Louise Barry, E. H. Carroll, H. A. Curtis.

Additional telephone equipment was installed in the Edgewater Beach Hotel for the use of the Pioneers. Those who worked on the installation or repair of this equipment included Edward C. Walton, station repair foreman; Harvey L. Sperling and John S. Crist, exchange repairmen; Charles E. Smith, North Division installation superintendent; Arthur H. Bates, supervisor of P. B. X. installation; Andrew L. Burkett, supervisor; Peter Stichter, general foreman; Peter A. Wayman, P. B. X. installation foreman; Ora E. Fox, William J. Sholdice, Rudolph C. Swoboda, George C. Weintz, Martin J. Simon, P. B. X. installers; Harold C. Connolly, helper, and Charles S. Cerney, assignment clerk. E. E. Bent, Edgewater commercial manager, handled the commercial details.

H. B. THAYER TALKS TO PIONEERS

Mr. Thayer's speech at the Pioneers' Convention in Chicago was of such timely and general interest in view of the presidential election this month that it is of value not only to every Pioneer but to every citizen in the country. A brief summary of this stirring appeal follows:

"We are Pioneers and that means that we have been at least twenty-one years in this service. It does not mean that we have outlived our usefulness even if we have been in the service twice twenty-one years, as some of us have.

"We don't any of us like to have that expression, 'outlived his usefulness,' applied to us. However selfish a man's aims in life may have been, and however successful he may have been in accomplishing them, there is inborn a desire to have and continue usefulness; and that is probably because there is a feeling born in us that we have lived in vain if we have come and gone without having made any impression, without having had any influence, and if we have had an influence in our community or in our family or on our neighbor or fellow-worker it is an influence on the world, even if in an infinitesimal degree, and we all like it. There isn't one of us who would not like to feel that after he is gone someone would say, 'He helped me by advice or by a friendly word or perhaps only by example.' There is no one who wouldn't like to look forward to that.

"Influence and helpfulness are kinds of usefulness which are always possible. That possibility we never outlive. There are about 7,800 members of this organization. If all who are eligible to membership were members we would be about three and a half per cent of the employees of the Bell System. But we have a usefulness in the directions I have mentioned away out of proportion to our numbers, because we are the old guard. Let's help the young people to start right and keep right.

"Young men and young women are not machines. They have hearts and brains. If they keep their hearts and brains out of it, their work is drudgery. If they put their brains into it and study it to the extent of understanding why and what they are doing, they will participate in the joy of accomplishment, and there is no joy greater. They will realize what they are contributing to a great public service, and enjoy the enthusiasm which goes with that realization. We started when it was easier to get a picture in our minds of the whole thing, and we have enjoyed our work. Help them to get the picture by encouraging them to think. The people working in this business are exceptional people with exceptional opportunities. This business has an appeal to the imagination. It will not be hard to stimulate in them the interest in the business which you have enjoyed—the interest in playing the game.

"Encourage them to be good citizens. You may say that that is a private matter, and it is, but it also is a public matter and a family matter and a business matter. Our happiness depends upon our families and friends, our country and our work; and because the conservation of our lives and liberties and the fruits of our labor depend upon our government, that is something to which we should apply our brains with more than casual interest.

"There is too much unthinking selfishness. This is a great nation of workers, in specialized industries. If you did not think, you would say that you would like to get your clothing and your houses and your shoes and your food for nothing, but if you did the clothing makers and carpenters and shoemakers and farmers would have no telephones and you would be out of a job. The prosperity of one trade or one section makes the prosperity of another. As classes or as sections of the country, barring temporary fluctua-

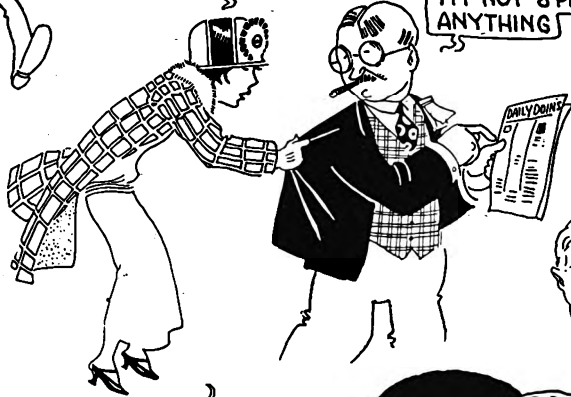
(Continued on page 6)

With the Telephone Pioneers at Chicago!



OH DAD, MOTHER AND I ARE GOING DOWN TO THE LOOP TO SHOP. WE WANT SOME MONEY

NOTHING STIRRING!! IT SAYS HERE ON THE PROGRAM THAT TH' AFTERNOON IS FREE. I'M NOT SPENDING ANYTHING



BEN S. READ, PRESIDENT OF THE SOUTHERN BELL & CUMBERLAND TELEPHONE & TELEGRAPH CO., INC., IS THE NEW PRESIDENT OF THE TELEPHONE PIONEERS.



R.H. STARRETT, NATIONAL SECRETARY, REVIEWS THE YEAR'S TELEPHONEER DOINGS AT THE GENERAL ASSEMBLY OCTOBER 9



IT'S ALL IN MY HONOR!!

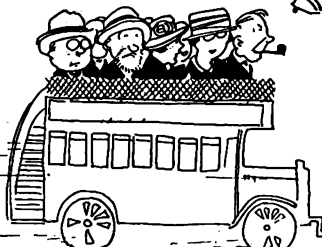


DURNED IF I DIDN'T THINK ROLL CALL HAD SOMETHING TO DO WITH EATING



WHERE'S TH' MURKIN DINING ROOM?

EYE DON'T KNOW



TO HAWTHORNE

WESTERN ELECTRIC NEWS

THIS TRAIN GOES TO OMAHA, NEBRASKA, AND POINTS WEST

WELL, I WANTA GO TO PICKLEFORIC, NEBRASKA, AND I DON'T CARE WHICH WAY THE TRAIN POINTS



RAILWAY SERVICE



howdy Pioneers!



IS THAT YOU RUFUS? THIS IS MOTHER - HAVE YOU FED TH' CANARY AND GOLD FISH? WE'RE HAVING A WONDERFUL TIME HERE - DAD'S AS BUSY AS A MAN PLAYING A TROMBONE IN A TELEPHONE BOOTH

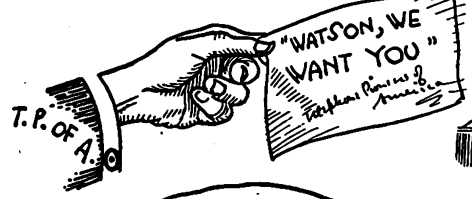


LONG DISTANCE SERVICE WAS SUPPLIED TO ALL TELEPHONE PIONEERS



NIX, MAYME, NIX

OH, WHAT GORGEOUS DRAPES I MUST SEE HOW THEY'RE MADE - JUST WAIT'LL I GET HOME -



T.P. OF A.



LOOKIT WOT THEY HANDED ME!

WHAT ABOUT THIS MYSTERY ENTERTAINMENT?

I DON'T KNOW ANYTHING ABOUT IT EXCEPT IT'S ABOUT A NEUTER-WHOOPER-SNOOPER-TUBERCULAR-IODYNE RADIO SET



H.B. THAYER SPEAKS ON LOYALTY TO OUR COUNTRY, AS WELL AS TO THE PIONEER MOVEMENT, AT THE ANNUAL MEETING IN THE MARINE DINING ROOM



THE SATURDAY DANCE

EDGEWATER BEACH



John P. Hansen, Suburban Plant
Department, Vice-President.



William E. Bell, Division Commercial
Superintendent, Long Lines,
President.



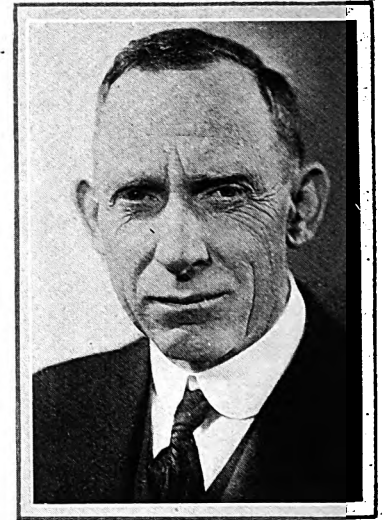
William J. Maiden, Mailing Depart-
ment, Secretary.



W. A. Titus, Western Electric
Company, Hawthorne, Execu-
tive Committee.



Miss Sarah C. Young, Suburban Traffic
Department, Executive Committee.



George Hopf, Western Elec-
tric Company, Hawthorne,
Executive Committee.

tions, we can all be prosperous or we can all be poor. There used to be a distinction between capital and labor. Everybody can be a capitalist. That is what America means—the land of opportunity. Many are, and the proportion steadily increases. But admitting a distinction, capital can not be prosperous when labor is not, because in this country the laborers are the buyers and labor can not be prosperous when capital is not because then industry slackens.

"There is a certain document designed as it states, 'To establish justice, insure domestic tranquility, provide for the common defense, promote the general welfare and secure the blessings of liberty.' After the people of this country had fought for and achieved their independence the wise men of the country, assembled for that purpose, labored to produce an agreement between the

states for a government which would preserve their liberties, insure the peaceful enjoyment of their lives and safeguard to individuals the fruits of their labors. It was to hold for the people what they had bought with their blood. Their agreement was accepted and became the foundation of our form of government. It has carried us through the dangers which beset a young nation. Under it we have become a great nation and a strong nation, morally and materially. It is a rich nation, but what is better, the riches are more evenly divided than in the other great nations, the opportunities for advancement and the enjoyment of comforts of life are more evenly distributed. There has, so far as history tells us, never been a nation in which the average standard of living has been as high as it is here now, so that, judging by results of nearly one hundred and fifty years, we may say

that the work of those wise men was good work. It probably was not perfect, but we should think with all the brains we have about any proposed change in the document they produced—the constitution of the United States—which involves any fundamental change in our form of government.

"We all know that our government is not perfect, but perhaps the trouble is not in form but in operation. It is my own belief that a large part of the trouble is with us as citizens and it is a trouble that it is our plain duty to correct. We have the privilege of voting. It is more than a privilege, it is a duty to ourselves, our families and the country. It is a duty that we should exercise conscientiously and intelligently. With reference to a candidate for a legislative office, that is, for a senator or representative in either the federal or state legislature, we should ask ourselves: 'Is he a man in whom I have confidence as my representative to make the laws.



MRS. CATHERINE MOORE, OLDEST ILLINOIS PIONEER IN POINT OF SERVICE, AND MISS MARGARET SHEAHAN, ONE OF ILLINOIS' YOUNGEST PIONEERS, TALKING TO BEN S. READ, NEWLY ELECTED PIONEER PRESIDENT

for the protection of my life and the lives of my family and to safeguard to me and to them the fruits of my labor?' And with reference to any executive, a president or a governor, we should ask: 'Is he a man whom I can trust to fairly and impartially enforce the laws?' Voting is a sacred privilege won by the blood and sacrifice of our forefathers. Unless we conscientiously and intelligently, so far as we are able, exercise that privilege we deserve all that we get of bad government. Our form of government was planned to carry out the will of the people. It is a necessary part of the plan that the people should exercise their will.

"You know that it is not wise to pass judgment on a piece of machinery unless it is operated as it was intended to be operated.

"Let us do our part by thinking and then by voting as we think."

Vermilion County Telephone Company Holds Open House at Danville

THE Vermilion County Telephone Company, operating in Danville and suburban exchanges, held open house week at the Danville Exchange from September 15 to 20 inclusive.

Prior to this time letters were sent by the company to such organizations or persons as Rotary, Kiwanis, Danville Chamber of Commerce, Parent-Teachers' Association, superintendent of schools, principal of high schools, and priests in charge of the parochial schools, inviting them, their organizations or the people they represented to call at the office of the company during the week and be shown how a modern telephone office functions. These invitations, together with regular newspaper advertising in the local newspapers met with ready response from citizens and on Monday morning, September 15, the public started coming through the building in large numbers.

Monday and Tuesday were given over principally to showing the school children of the city the plant. The company offered a prize to the high school student, and another to the grade school student who submitted the best essay, not to exceed 500 words in length telling a story of the visit. This created a great deal of interest among the school children and they acted as press agents for the Open House Week by telling of their trip to their parents and talking the matter over among themselves.

On Wednesday all city officials and large groups from the Police and Fire Departments called and were shown through. During the remainder of the week, in addition to the individual visitors, groups from such organizations as the Chamber of Commerce, Women's Clubs, certain church societies, etc., came through at specified hours.

The company provided a film belonging to the Western Electric Company entitled, "The Telephone, a Modern Marvel," which was shown at various times during the week as organizations, especially school children, came through.

The company considers that this week was extremely profitable and assisted the bettering of public relations very much.

Several letters were received commenting on the telephone business in Danville, and the following letter from Charles G. Atwood, sales manager of the Danville Wholesale Grocery Company, is typical.

During your visiting week, the writer and several others of our office, visited your plant. We were all impressed with the magnitude of your organization and the quiet way in which business was conducted.

I, personally, came away with more charity for the central girls than I previously had for I now realize the responsibility of their work.

Let me say to you, that the Danville Wholesale Grocery Company appreciates the splendid service rendered it by the girls of both local and long distance, for we have very few occasions that sales are not handled quickly and successfully.

May I ask you to extend our appreciation to all of them?

Each visitor to the building during the week registered, giving name, address and telephone number. These registration cards, after the week was over, were sorted and those which indicated that the party going through the building did not have a telephone with us, were separated and the Plant Department checked up on those to determine how many among those not being subscribers could be served without excessive construction costs and these people are now being seen and a considerable amount of new business is being derived by this method.

Seek Better Telephone Facilities for Europe

EUROPEAN telephone experts met at Paris some weeks ago to discuss the establishment of an international advisory committee on long distance telephony in Europe. Three subcommittees were appointed to look into various technical questions; and a permanent organization was set up, consisting of representatives from France, Great Britain, Italy, the Netherlands, Belgium, Sweden, Switzerland, Czechoslovakia, Yugoslavia, Austria and Germany. Headquarters will be established, at least temporarily, at Paris, and the activities of the permanent committee will be under the direction of M. Milon, director de l'exploitation téléphonique in France, who has been appointed chairman.

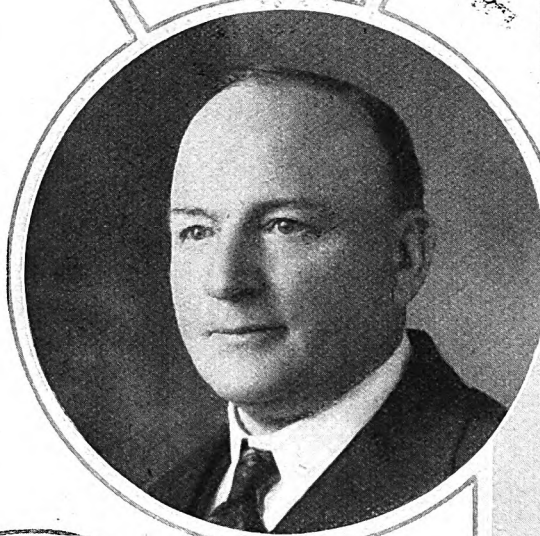
FORTY YEARS OR MORE
OF
SERVICE



V. R. Lanestrem



W. J. Maiden



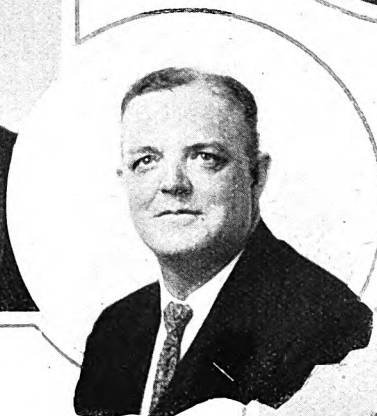
J. E. Halligan



Frank E. Leonard



Paul F. Boedeker



A. G. Crowley



Thomas E. Freeman



George D. Earl



J. J. O'Connell

EMBLEMS PRESENTED TO FORTY-YEAR PEOPLE

President Abbott Makes Presentation of Eight and Nine Star Service Pins to One Woman and Twenty Men

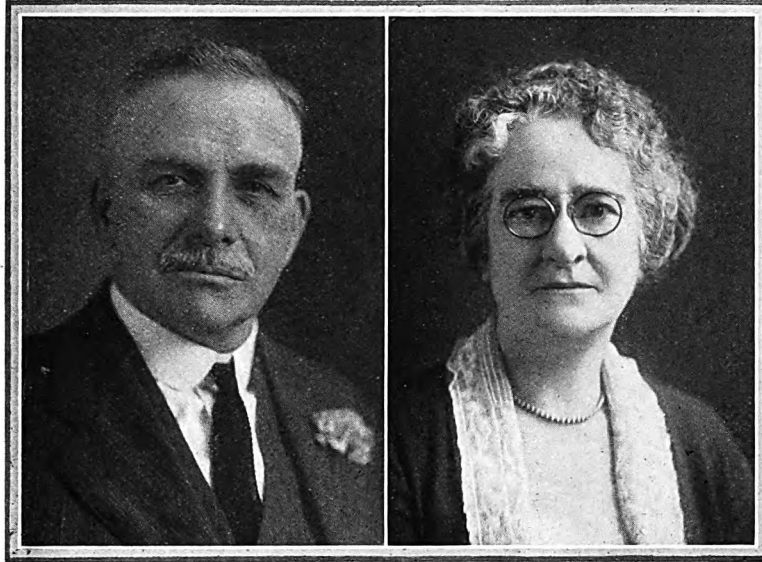
WITH a combined service record of 865 years and eleven months, twenty men and one woman with forty or more years of service to their credit were presented the first of the new gold service emblems by President W. R. Abbott at a luncheon in the Bell Forum on Friday, October 3.

Sylvester Donahue of the Plant Department who has made a record of forty-seven years and four months of service in the Bell System, received the first emblem from President Abbott in honor of being the oldest employee in the Illinois Bell Telephone Company.

Mrs. Catherine M. Moore, for many years manager of the Operators' Training Department, now of the General Traffic Department, was the only woman in the company to receive a service pin with eight stars. Mrs. Moore has completed forty years and six months of service of which she is justly proud.

The other men who received nine or eight star emblems are named in order of the presentation which was made according to length of service: J. J. O'Connell, Engineering Department; T. E. Freeman, Plant Department; A. J. McGee, Plant Department; P. F. Boedecker, Traffic Department; H. Wunder, Plant Department; P. V. Warner, Plant Department; R. J. Barrett, Plant Department; W. G. Luscombe, assistant treasurer; F. E. Leonard, Commercial Department; W. J. Boyd, treasurer; W. J. Maiden, Mailing Department; J. O. Stockwell, Engineering Department; V. R. Lanestrem, Commercial Department; A. G. Crowley, Plant Department; T. S. Brown, Commercial Department, and G. D. Earl, Plant Department.

J. E. Halligan of the Illinois Commercial Department; William Willhite, Illinois Plant Department, and A. D. Hawk, Com-



EIGHTY-SEVEN YEARS AND TEN MONTHS OF SERVICE
Sylvester Donahue, whose service record of forty-seven years and four months is the longest of any Illinois Bell Telephone Company employee, and Mrs. Catherine Moore who has been with the company longer than any woman. She has a record of forty years and six months.

mmercial Department, were not able to be at the luncheon.

In making the presentation, President Abbott said in part: "For a good many months we have been thinking and talking service emblems, and all of this conversation finally crystallized into a plan to present all Illinois Bell employees of five or more years of service in the Bell System with a gold emblem with a star for each five years of service.

"Then somebody suggested that it might be well to have a referendum vote of all employees to decide upon the design. The results were very satisfactory. We received a total of 6,124 votes of which approximately 5,300 favored the design

which is now being used on our service emblems. There will be 7,040 emblems presented to employees having five or more years of service.

"When we were discussing the distribution it occurred to all of us that we would enjoy seeing to-day all of the long service people with forty or more years of service, and as a result we planned this little 'get together' luncheon.

"I also had a selfish motive as I wanted the pleasure of presenting these emblems and congratulating each one of you personally for your long and faithful service in the Bell System."

After President Abbott had presented the emblems and congratulated the recipients, W. J. Boyd, treasurer, who had just received an eight-star pin for forty-two years and eleven months of service, presented Mr. Abbott with his emblem bearing seven stars for nearly thirty-six years of Bell service. This was a fitting climax to a very pleasant occasion and offered an opportunity for the exchange of additional greetings and words of congratulations.

FIVE, SIX AND SEVEN STAR EMBLEM WEARERS

UP to the time this magazine went to press, 347 emblems had been presented to men and women of all departments who had twenty-five or more years of service to their credit.

Seven Stars—Denoting Thirty-five to Forty Years' Service

W. R. Abbott	Executive Offices
	Miss A. B. Raymond
H. A. Mott	Claims Department
E. H. Bangs	Engineering Department
H. E. Loveday	Accounting Department

Commercial Department			
Arthur L. Gedney	Edward Lax	William McFryer	
Traffic Department			
C. E. Donaldson	Elizabeth A. Hamilton	Emma Landin	
J. E. Rohrbough			
Plant Department			
C. R. Beebe	J. Echenstein	E. B. Rhein	Harry Strout
J. J. Carey	A. H. Grant	L. Rothstein	H. Weichsel
F. Cinday	G. H. Hutchinson	T. P. Ryan	M. White
Robert Cline	H. H. Krueger	P. St. Peter	E. Wibley
F. X. Crowley	J. T. Luby	O. E. Shewey	F. P. Wibly
P. J. Crowley	R. E. Puleston	P. Stichter	F. H. Work

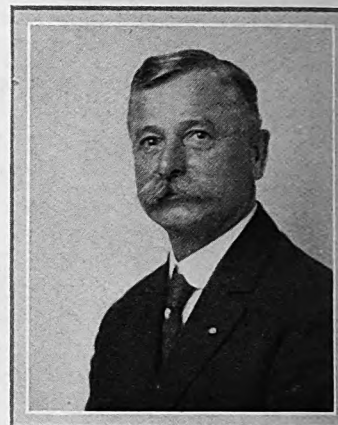
Six Stars—Denoting Thirty to Thirty-five Years' Service

Executive Offices		
E. G. Drew	S. J. Larned	F. Redmund



T. S. Brown

EIGHT AND NINE STAR MEN



Herman Wunder



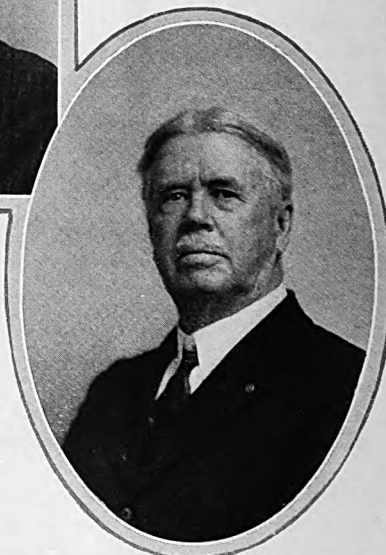
A. J. McGee



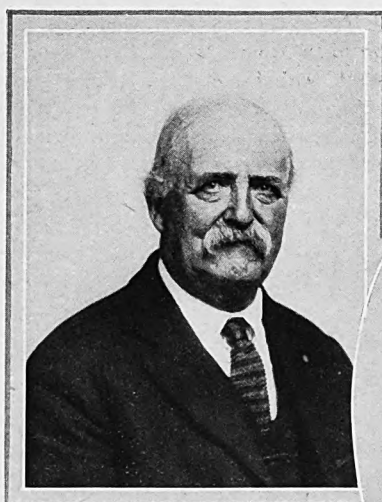
W. G. Luscombe



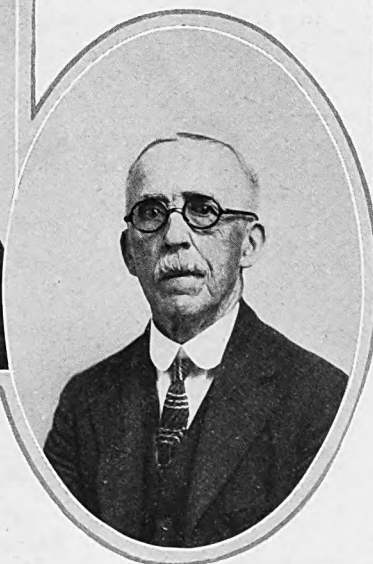
William M. Willhite



J. O. Stockwell

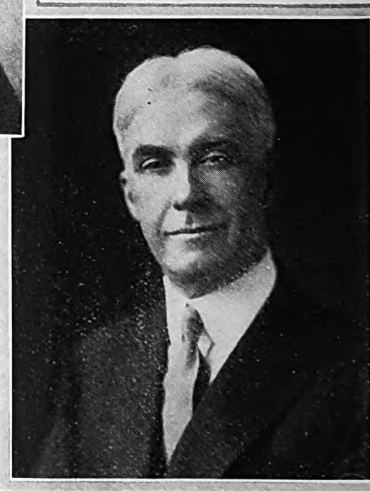


Robert J. Barrett



At right---W. J. Boyd

At left---P. V. Warner



At left---A. D. Hawk

Claims Department

M. Hayden

Engineering Department

F. R. Atwood
T. V. FieldJ. S. Ford
Jeremiah JaynesI. F. Perrett
S. A. Rhodes

Accounting Department

U. F. Cleveland

Thomas L. Harrigan John Toman, Jr.

Commercial Department

A. P. Allen
Emma Armstrong
Charles O. Barrows
Mayme BucheleAlbert G. Francis
O. W. Krueger
R. C. Luepke
Helen J. Masterson
Albert J. Parsons
A. M. Ramsay
Edward P. Vette
Mrs. M. E. Woods

Traffic Department

M. Bucheke
Elizabeth Daley
F. A. dePeyster
M. Doherty
Margaret Dore
Cora B. EvickElizabeth Flanigan
Mary Foley
K. A. Griffin
Mamie Healy
Mary Joyce
Mary Langan
A. M. Marshall
Julia McCarthy
M. Schimanski
A. S. R. Smith
F. B. Weaver
Anna Wight

Plant Department

H. H. Berberick
Samuel Bowsher
E. F. Breen
J. T. Broderick
J. T. Burdine
P. J. Callahan
T. H. Carson
Albert Cerney
T. J. Conlon
C. L. DePue
B. T. Donovan
W. H. Dunham
G. Durkin
S. R. Early
J. P. Egan
T. J. Finnelly, Sr.
C. E. Flowers
A. H. Ford
G. B. Gardner
J. A. Garitt
F. J. GaughanF. G. Haase
W. Hallarn
J. P. Hansen
W. N. Harriman
M. L. Hayes
O. G. Hild
G. F. Holden
W. J. Hughes
A. H. Huston
W. P. Hyatt
E. Johnson
C. S. Johnson
A. J. Kenney
W. J. Kinsley
F. Klein
R. A. Leonard
H. J. Levin
H. B. Lewis
H. J. Lewis
H. H. Lovell
W. H. Lundie
R. C. Matlock
O. E. McMahon
F. H. Merriman
G. F. Metzger
James Niven
T. O'Neil
J. E. Peterson
M. Philippy
E. O. Plagowski
W. J. Plaskett
H. Purtell
B. F. Rand
John Rieman
A. J. Sheridan
A. F. Stevens
C. A. Stone
J. A. Stuart
Joseph Vranek
J. Wall
J. C. Weisert

Plant Department

E. Hill
G. V. Hopkins
H. C. Howard
T. M. Hughes
J. B. Irving
B. Jasper
V. A. Jenks
G. E. Johnson
T. H. Ketcham
W. A. Klein
A. W. Krueger
P. Kussman
I. Lee
G. Letourneau
K. M. Lowler
W. H. Luby
Lee Lundgren
E. H. Manley
D. W. Manson
W. M. Maxwell
W. H. McCarthy
T. P. McGrath
A. R. McGregor
T. Metzger
W. A. Mills
J. A. Moody
N. I. Nielsen
G. W. Noe
J. J. Novak
G. Paterson
A. L. Patterson
E. G. Patterson
C. A. PearsonG. W. Pfeiffer
Verne Ray
F. G. Richmond
J. J. Riley
E. S. Rushmore
J. P. Ryan
E. St. John
O. J. St. John
R. F. Shurson
J. B. Skovare
A. F. Smith
F. A. Smith
J. A. Smith
F. W. Snead
I. J. Sweeney
W. Taylor
E. E. Thomas
Q. J. Thomet
M. I. Underwood
H. Van Herick
T. J. Wade
A. J. Wales
L. L. Walsh
R. E. Walsh
O. H. Wallen
M. Weiss
J. H. Welch
L. C. Williamson
H. W. Wilson
C. Windlow
W. H. Work
W. A. Yueill
B. G. Youngston

Five Stars—Denoting Twenty-five to Thirty Years' Service

Executive Offices

S. G. Fulmer

H. M. Webber

Claims Department

W. A. Owens

Engineering Department

T. J. Callahan

W. F. Patten Edwin J. Wight

Accounting Department

Mary Fosdick

W. R. Heame R. H. Smith

Commercial Department

Nellie Barnes
Agnes Boggs
Mary F. Cheever
F. L. Eby
Maurice P. FlynnWilliam Y. Hendron
Edward F. Mains
Charles W. Maker
Justus Nading
William G. E. Pierce
C. E. Selk
W. C. Thornbarrow
A. H. White

Traffic Department

Eva V. Baldwin
Harry H. Baldwin
J. J. Bickel
Julia Birdsall
Mamie Charles
Frances Conn
Nellie Conway
Mary Cooke
Mabel Creamer
E. R. Danielson
Mary T. Donahue
C. S. Edward
Margaret Frawley
Elizabeth Goggin
Margaret Graham
Elizabeth Hogan
Elizabeth Hoppe
Bertha HullCatherine James
Kathryn Kehoe
Julia Kwhite
Cora Leander
Mollie McCaffrey
Louise McCormick
Mattie McCormick
Evelyn McDonald
Mary McGrath
I. M. McLaughlin
J. B. McLaughlin
A. Mitchell
Mary J. Moran
Margaret Morrison
Elizabeth O'Brien
Mary O'Brien
Thomas J. O'Connor
H. D. Pennock
M. E. Patton
K. Powers
Miss B. V. Pritchard
George P. Putnam, Jr.
Nora Quinlan
Miss M. T. Reuse
Sarah M. Rodrich
Kate T. Ryan
Persia Ryan
Katherine Shea
Oliver W. Still
Helen Tisdale
Alice Towhig
M. Warner
Flora Westby
Elizabeth Whalen
J. W. Wolcott
Sadie Woods

Do It Now

AS has been stated, "It is coöperation that counts." The Safety Bureau and Accident Prevention Committee has appealed for the help of all employees to stamp out accidents and there is no way to do this little thing except through coöperation. Every employee can aid this movement with very little effort. No doubt many, if not all of us, have at some time or other, seen a dangerous hazard existing or had an idea that would help in safety work, but through neglect or perhaps because of the thought that it was of little consequence, nothing was said of it. So the bureau and committee are going to ask employees to report to their supervisors any hazard or hazards they may see or know of, and make suggestions.

It may be a nail sticking up from a plank, or a hole left unguarded, a joke or a thoughtless act that presents a chance for a mishap. It is possible an employee may suggest just the thing that will save some fellow worker or even himself from a serious injury.

Maybe somewhere in some employee's own department there is some little thing, known perhaps by no one but himself, that needs prompt attention in the interest of safety; or there is some habit or manner of performing a task by someone with or near him that he knows to be unnecessarily careless. Who knows,—maybe that employee's suggestion will save his best friend.

Don't wait until an accident happens. Do your duty,—send in suggestion to-day, and help "carry on," trying to erase these blots from the character of all who work for a livelihood.

It is a very little thing to write a few lines or report a serious condition, but it is very much that the lesson may probably do. Thousands of accidents have been prevented by suggestion,—forwarded by the employees of industry, so come on, folks,—co-operate, and eliminate accidents,—do it now.

Tenth to First Place in Six Months. ?

GUIDES ALONG THE SPEECH HIGHWAYS

Information Operators Play an Important Part in Telephone Traffic by Locating Numbers for Subscribers

"AND now," said the visitor who had just gone through one of the large downtown telephone offices, had seen the hundreds of operators completing calls and had learned the difference between the 'A' and 'B' boards, "and now I should very much like to see the girl who answers when I ask for Information Operator."

"The girl?" the chief operator who was the visitor's guide asked. "Come, sir, I shall be very glad to show you the girl who answers 'Information Operator' for some of the largest telephone offices in the city. I think you'll find her very interesting."

Central-State Office where the largest information center in Chicago is located is on the fifth floor of the Franklin Building at 311 West Washington Street. It was here that the chief operator took her visitor. It was here that the visitor learned,—oh, many things.

In the first place "Information" at this office is not one girl but one of thirty-two who cover the positions at the information board during the heavy traffic hours.

The information board is a long table down the center of which is a shelf covered with parallel vertical steel racks where the information equipment is kept in readiness. The visitor looked at this equipment and wrinkled his forehead with a little surprised frown.

"Is that all 'Information' uses to find the number that a subscriber asks for?"

"Yes," answered the chief operator, "we have no books of magic here. Each girl has an information position chart," picking up a piece of cardboard about nine by twelve inches, protected by isinglass, upon both sides of which were columns of places and numbers, "which lists the hotels, office buildings, hospitals, courts, clubs, consulates, department stores, banks, theatres, railroads stations, police stations and another places most often called for.

"Then she also has a Code List which helps her to locate immediately any suburban point routed through another office. Every other number must be looked for in the daily addendum, or the regular directory. The classified directory is sometimes referred to but, as it is an unofficial source, all numbers must be checked back in the regular directory before they are given out.

"The daily addendum—"

"Oh, please," the visitor interrupted, "let's start at the beginning where I ask my 'A' operator—see how well I remember what I learned a little while ago in your office—to give me city information, please."

"The beginning is a good place to start. Your 'A' operator answers your request with 'Information Operator?' And even as she speaks she put a second cord into a direct trunk which connects her with the information operator. Directly one of these

little lights"—the chief operator pointed to rows of lights in one information position—"flashes up, and the operator opens the key associated with that light and says: 'This is Information.'

"Now her work begins. Each information operator has a sten-

ographers' notebook which has been ruled so that there are four columns, the first for the number of the call; second, the name of the party about whom the information is asked; third, the address; and last the number of the trunk over which the request came."

With this little knowledge as a working basis, the visitor was allowed to stand by one of the operators and "listen in" while she worked. As soon as the girl had introduced herself to the subscriber with, "This is Information," she wrote down the number of the call and the trunk number while she waited for his request, "I'd like to know the telephone number of Ray Arnold, 1114 Dearborn Street."

"Ray, R-A-Y, Arnold, A-R-N-O-L-D, 1114 Dearborn Street," she would repeat as she wrote the name and address in her book. "One moment, please."

Almost before the subscriber had the last word out of his mouth, the operator's nimble fingers were pushing back the indexed pages of her

daily addendum and her pencil was guiding her eye as she scanned the columns of Arnolds. If the name was not listed in this book, she turned to the regular directory where, perhaps, she found it and replied to the subscriber, "The number listed for Ray Arnold at 1114 Dearborn Street is FRA nklin 5674."

A majority of the information calls were of this kind, but occasionally someone would ask for the telephone number at a given street address without knowing the name of the subscriber, and then information would have to say, "I'm sorry, sir, I cannot help you unless you know the name."

There were other unusual calls, too; calls asking for street locations, the location of federal offices, police calls, hospitals, automobile and marriage license bureaus. If the operator could answer them at once and accurately, she did so, but if she could not, she signalled her supervisor—there are three at this information center—and the supervisor would do everything in her power to answer the subscriber's request.

When the operator received the name of a person whose telephone was not listed, she wrote it upon a slip of paper together with whatever data she had obtained. These slips of paper were called no record sheets, and were collected periodically by the supervisors and taken to the information clerk who checked to see if there were any directory or other mistakes.

In giving suburban numbers, when the operator could not reply to the subscriber's request she would ask him for his name and telephone number and write that together with the desired information on slips of paper. These, too, were collected, and when the



LOOKING FOR A NUMBER
It takes speed and accuracy to go through columns of names and numbers and give a subscriber prompt information.



THE GIRLS WHO ANSWER: "THIS IS INFORMATION."

clerk had obtained the information, she called back the subscriber and gave him the number he was looking for.

All of these things the visitor heard and saw as he listened in. When he took off the headset and turned again to the chief operator, he understood the work of "the girl" who answered when he asked for information operator. But there were other things he wanted to know.

What, for instance, was the daily addendum which the chief operator had mentioned so glibly and to which Information had first turned? For all that its name sounded like a new set of Walter Camp's exercises, it seemed to hold the most important place in the information operator's equipment.

The daily addendum is the supplement to the regular telephone directory, and contains every new name and telephone number that has been added or changed since the regular directory was issued. Keeping this directory addition up to date is a huge task which falls upon the shoulders of the Directory Department and also brings the Plant Department into contact with the information center.

After a subscriber's telephone has been installed, the inside testman tests out the line and gives the completed order an O. K. There are three copies of this order,—one goes to the order clerk, one to the Plant Department, and a third to the Directory Department. And it is this third O. K. completed order slip that plays such an important part in the making of the daily addendum.

Here in the Directory Department, the slips are sorted and checked. Everything that is received there by noon, daily, is sent over to the printers' by two o'clock. The names and numbers are set and galley proofs are taken. These proofs are sent back to the Directory Department and then to the various offices for corrections which, however, cannot be made until next day. The new names and numbers are arranged alphabetically with the other addendum material, printed and sent to the information centers by nine o'clock the next morning.

As the days and weeks go by, the daily addendum becomes a very substantial book, and it is necessary, just before the reg-

ular directories are issued, to print an addendum supplement. To prevent and correct directory mistakes is a job that the Directory Department works at unceasingly. The order clerk in every office checks the galley proofs of the daily addendum with her O. K. order slips. The information clerk checks with the order clerks and with the no record slips that the information operator makes. If there is a mistake, an addendum is marked with red ink and returned to the printer for correction. When a directory mistake is found, the clerk makes a card with the correction and files it. An addendum for the suburban points is issued twice a week, on Tuesdays and Fridays.

The visitor absorbed all of this explanation, and he felt that he had a good speaking acquaintance with "the girl" who answered "Information Operator." But there were a few more things that puzzled him.

"Miss Chief Operator," he said, "do you have night information operators?"

"Oh, yes. There are three girls on duty at night here in this office, two at the board all of the time, one for relief. See these two positions," pointing to a place at the board where there were twice as many lights as any other place, "the night girls work here. They have facilities for handling twice as many lines as the day girls, for the information traffic is much lighter at night than during the day."

"How many calls does the average information operator answer every day?"

"Each girl is supposed to answer an average of forty-five calls an hour. But, of course, that depends a lot on the girl and the questions she has to answer. Some girls can answer more than that; some not so many. Many times a girl has to hunt for the information a subscriber wants. She may have to look up a 'Smith' and not have any clue but his street address. That, you see, takes a long time."

"What time is the information traffic heaviest?"

"That, too, varies. But as a general rule the girls are busiest between nine and eleven in the morning. And then, at moving time, May 1 and October 1, the information load is very heavy."

For a few minutes more the visitor and the chief operator stood by the board and watched the girls, quick, patient, efficient, courteous, answer call after call. The visitor seemed to be learning their phrases, he listened so hard to: "This is Information; one moment, please; yes, Madam; you're welcome; I'm trying to find your number; will you speak to the chief operator's office?"

At last he turned to his guide. "Thank you, very much," he said, "I've certainly learned a great many things to-day. I thought your office with its 'A' and 'B' boards was mighty interesting, but this information work,—why, I think it's fascinating."

THE START'S THE THING

By G. S. R.

WHEN we employees were first invited to subscribe for American Telephone and Telegraph Company stock on the installment plan the arrangement was in some details different from what it is now.

Under the plan of January, 1915, however, which was the first plan, trustees bought the stock in the open market and held it for employees. The price to us was \$110 a share (which was approximately the then market price), and dividends were credited to us during the period of payment as they were declared by the American Company, then at the rate of \$8 per share per annum. After each month's deduction, interest was charged on the unpaid balance at the rate of four per cent per annum.

Certain changes have since been made in the plan which is now continuous.

It is not quite ten years ago since this first opportunity was given us, and it will be interesting to see just what has resulted from a subscription for one share under the plan of January 1, 1915.

Payroll deductions at the rate of \$2 a month were made from March, 1915, to October, 1918, amounting to	\$86.30	
Credit for dividends accruing from March, 1915, to October, 1918, amounted to.....	\$30.00
Interest charged on the unpaid balance from March, 1915, to October, 1918, amounted to	8.30	21.70
Credit for sale of a right to subscribe in December, 1917	2.00	
Total	\$110.00	

The employee then received the stock certificate and from that time on has received the following, assuming that rights have been sold:

Dividends for 1919.....	\$8.00
Dividends for 1920.....	8.00
Dividends for 1921.....	8.75
Sale of right, June, 1921.....	.58
Dividends for 1922.....	9.00
Sale of right September, 1922.....	4.50
Dividends for 1923.....	9.00
Dividends for first half of 1924.....	4.50
Sale of right, July, 1924.....	4.00

Total received in dividends and from sale of rights. \$56.33

At the time of this writing the stock is quoted in the market at about \$128 a share. Let's build up a table out of that.

Market value to-day.....	\$128.00
Credits during period of deduction.....	23.70
Dividends and rights from time stock was fully paid to date	56.33
Total	208.03

And this on deductions of \$2 a month amounting altogether to \$86.30.

Pretty good, is it not—\$208.03 in less than ten years from an investment of \$86.30?

Wonder what someone writing in 1934 will have to say about that ten-year period.

The start's the thing!—*The Telephone News.*

Oliver R. (Mike) Benson Is Athlete of Renown

THE last time we had occasion to publish a photograph of the famous Mike we were compelled to use a picture too old to do him justice. The picture presented here was taken at a later date, when he began to show promise of developing into the star performer he is. He is an athlete of renown, holding numerous medals won in many sanctioned meets, his most noteworthy achievement being his annual win in the hammer throw event for the Central A. A. U. championship. Additional fame has been acquired by his terse summarization of topical occurrences appearing at all too infrequent intervals in the WEEKLY SUPPLEMENT under the heading "Traffic Engineering Notes."



"MIKE" BENSON
Traffic Engineering Department, Chicago.

Besides contributing numerous wise cracks which have brought a chuckle to thousands of BELL TELEPHONE NEWS readers, he is active in Boy Scout work in Morgan Park; two of his "Eagle" scouts were presented to the Prince of Wales. Mike also is an automobilist of repute: He spent his recent vacation in the west, driving the venerable vehicle which has served the Benson family faithfully for quite a while. Much gas has flowed through the veins of that car since its F. O. B. days. One day, while taking a jaunt to the north side, Mike was spotted by Charles Cotter Conway, infant son of Charles, the bowler. The youngster saw the curious covered chariot careening about the crowded cluttered community. He turned to his dad and asked: "Is that the man who creates those comic cracks?" Mike heard the question and replied:

"Little Bo-Peep, fell fast asleep
While reading my 'funny' stuff,
As soon as I spied her
I sat down beside her,
Then she ran away in a huff."—C. A. P.

Students Use Telephone Book to Study Accuracy

THE distinction of being probably the only school in the world to count a telephone directory among its textbooks belongs to the Grant School of Salt Lake City, Ut.

In an effort to teach accuracy, W. D. Prosser, the principal, resorted to the telephone book. "When the directories were introduced," says Mr. Prosser, "the ability of the pupils, on a percentage basis, to find the telephone exchange, number and letter of five individuals in five minutes ranged from five to twenty-five per cent. At the present time, the percentage of accuracy in finding the telephone numbers of five persons ranges from seventy-five to ninety-five in a time limit of four minutes."

A. P. HYATT APPOINTED PLANT SUPERVISOR

EFFECTIVE September 15, A. P. Hyatt, equipment engineer of the Chicago Plant Department, was appointed general plant supervisor, reporting to Frank Redmund, general plant superintendent.

The new general plant supervisor began his telephone work in Lincoln, Neb., in July, 1889, with the Nebraska Telephone Company. Mr. Hyatt was initiated into his future life work carrying messages, and then became in turn relief operator and switchboard repairman. The Blake transmitter was standard equipment then and A. P. became an expert in its adjustment. This transmitter, however, could not be used for long distance work, and so when W. J. Bryan first ran for president, A. P. had the honor of installing a long distance telephone in Bryan's home, so that the candidate could receive the returns.

Mr. Hyatt, after filling various position, finally became plant chief in Lincoln, and here he remained until June, 1898, when he joined the army for Spanish-American war service.

Although the signal corps was not an elaborate affair in those days, especially the telephone section, Mr. Hyatt did valuable work, as he remained in Porto Rico for nine months in charge of the telephone and telegraph.

When discharged from the army he came to Chicago and started work on April 1, 1899, with the Chicago Telephone Company. He was detailed to special work as a "circuit expert" in the maintenance of P. B. X. boards, and was in demand when one of the few remaining Blake transmitters needed adjustment. He worked on the Monroe cut-over, and after the cut-over he was assigned to clear switchboard trouble; then in July, 1901, he was promoted to wire chief at Central Office, and two years later to general foreman of central office installation.

On January 1, 1907, he was placed in charge of the installation of central office switchboards and power equipment with the

title of assistant equipment superintendent, which was changed in 1912 to equipment superintendent. In 1917 the Educational Division was placed under his direction. At that time it was a small organization carrying on limited activities, but under his direction it has developed into a unit which is doing effective work in the training and education of Plant employees.

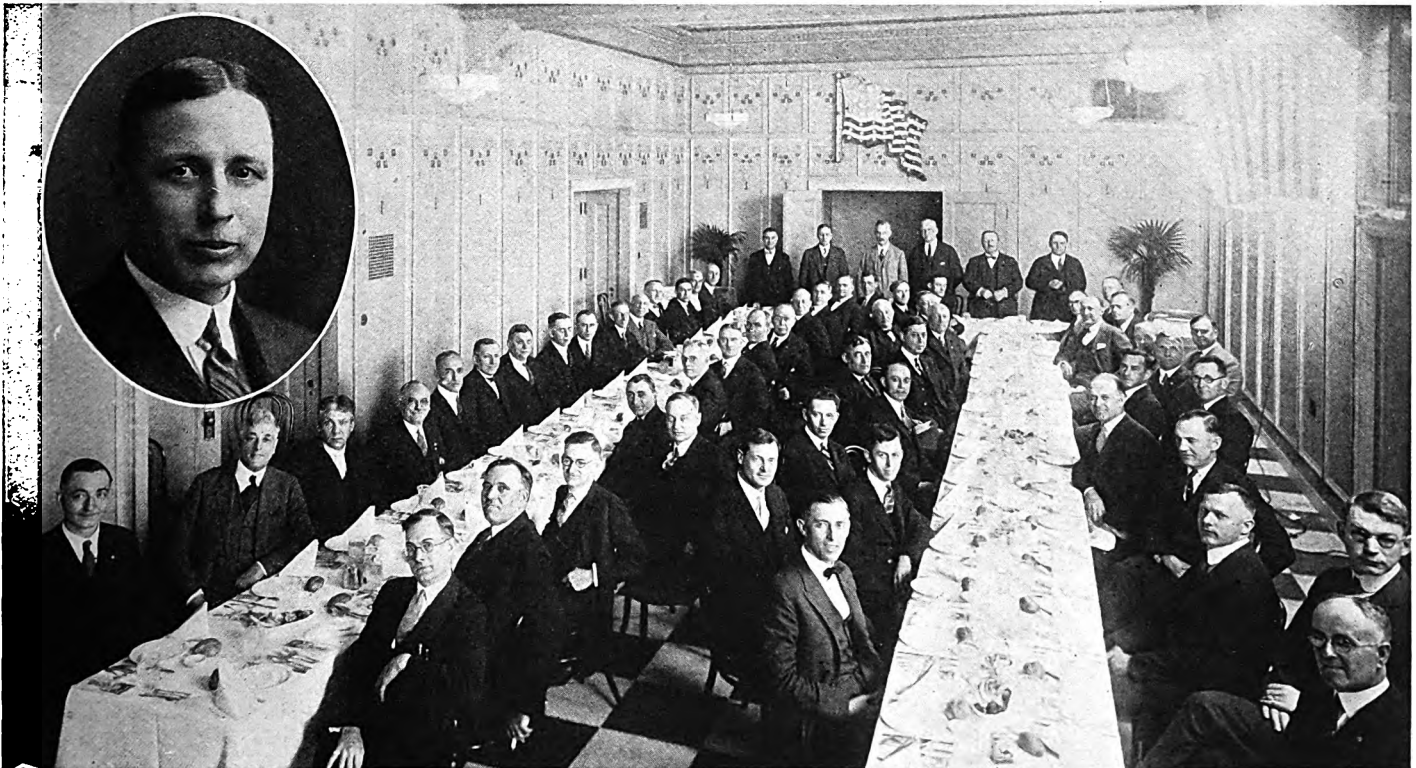
P. B. X. installation and the maintenance of Chicago central offices were also under Mr. Hyatt's supervision for certain periods, and on January 1, 1924, he was promoted to equipment engineer and thereby assumed additional responsibilities.

A volume or more could be written covering Mr. Hyatt's varied Plant Department activities, which have been mainly in the organization of new methods and forces. Here is a specific case. For the last eighteen years or so, it has been Mr. Hyatt's responsibility to cut over central offices, and in all that time there has not been a failure. As the city grew the lines involved in cut-overs increased in number, and the switchboards and equipment became more complex, resulting in new problems to solve and new methods to devise. The consummation of Mr. Hyatt's work in this respect was the State-Central machine switching cut-over in June and August, 1923.

When a man has been in an organization for many years he influences it and is in turn influenced by it, and so while ability and hard work have widened the field of Mr. Hyatt's activities, there are ties based on years of close association which bind him to his old associates, and furthermore, his influence and example will live on in the Chicago Plant Department to inspire others to achieve.

For years A. P. Hyatt has been an integral part of the plant organization, and his former associates feel that he is well qualified to fill successfully the position of general plant supervisor. At a dinner given in his honor in the Rose Room of the Morrison

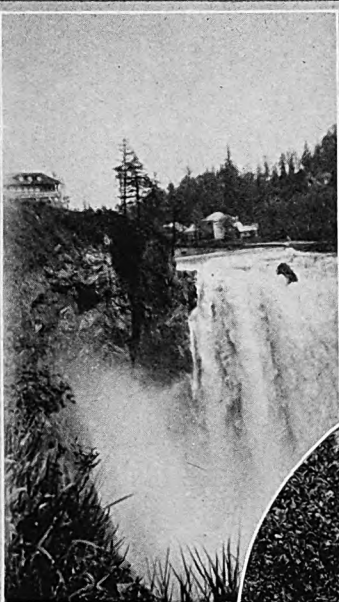
(Continued on page 21)



OFFERING CONGRATULATIONS AND GOOD WISHES

When A. P. Hyatt, whose picture appears in the inset, was made General Plant Supervisor, his friends and fellow workers gave him a banquet in the Rose Room of the Morrison Hotel.

SCENIC WEST



A picturesque background makes Suquamie Falls, Seattle, Wash., even more magnificent.



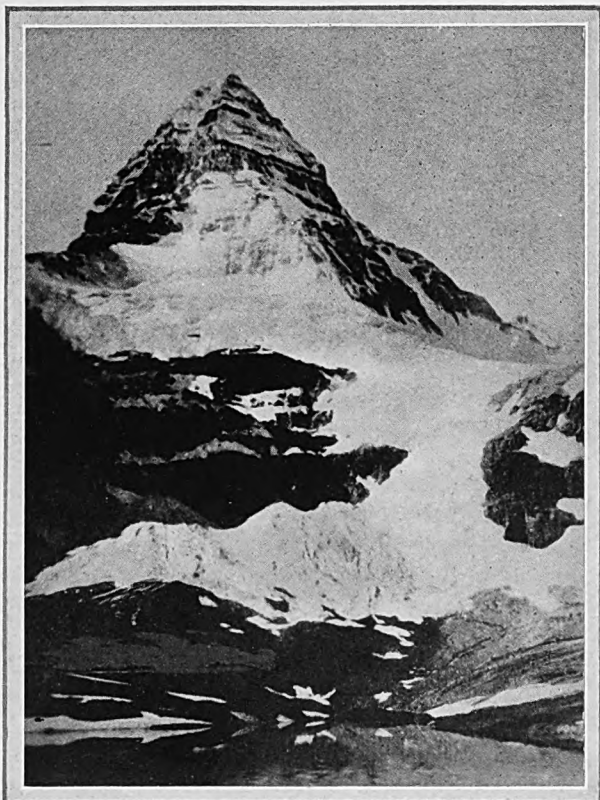
Dropping from ledge to ledge of wild beauty is Wakeenah Falls on the Columbia River Highway.



Tyrrell Tavern on the Columbia River Highway in Oregon is at the foot of a pine-clad mountain.



Avalon, Santa Catalina Islands, Cal.



Falling from a lofty height in a slender stream of mist and water, Horse Tail Falls on the Columbia River Highway is a spot of scenic wonder.

At left--Mt. Assinaboine, 11,860 feet high, is partly in Alberta and partly in British Columbia, Canada.



Totem poles in Stanley Park, Vancouver, B. C., Canada.

HOME THROUGH THE WEST

The Last Lap of a Journey Which Took Miss Nellie Morgan Through Cuba, the Carribbean Sea, the Panama Canal, Canada and Home

WE anchored in Los Angeles harbor on April 12 about 9 a. m. We remained there until we left for San Francisco the following afternoon.

San Francisco harbor, which we entered on April 14, at 6 p. m., while not as pretty as New York or Havana harbors, presents a most pleasing sight as it is approached from the Golden Gate. In the bay there are innumerable ferry boats, as this is the popular means of transportation from Oakland, Berkeley, Richmond, Sausalita, Alemda and all the small towns across the bay. The city of San Francisco is situated on hills and in some sections they are so steep that cable cars are used as means of transportation. Much credit is due the citizens of San Francisco for this beautiful city has been built up since the fire of 1906.

While in San Francisco, we visited the Presidio, Golden Gate Park, which is all artificial, the Palace of Fine Arts, the only building left from the Exposition of 1915 and also made a trip to Mt. Tamalpais and Muir Woods. Mt. Tamalpais is 2,600 feet high and from this location we obtained a very good view of the bay, the prison at San Quentin, as well as the surrounding country.

After we felt that we had seen all the places of interest in and about San Francisco, we drove from there to Los Angeles over some excellent roads. Southern California, at this time, was suffering from a plague of the "foot and mouth" disease and on entering Orange County, we were forced to walk through a trough containing some disinfectant while the machine was being sprayed. After this we were allowed to continue our journey to Los Angeles, where we visited the Egyptian Theatre in Hollywood, and saw the moving picture, "The Ten Commandments". We also saw the homes of the movie actors in Hollywood and Beverly Hills, Long Beach, Busch Gardens in Pasadena, an orange grove and an ostrich farm.

One day was spent at Catalina Island which is about twenty-five miles from Los Angeles. Here we took a trip in the glass bottom power boats to view the wonderful submarine gardens. The home of William Wrigley Jr., is located on Sugar Loaf mountain and commands a very good view of Avalon and the bay. The winter training quarters of the Cubs are also located here. The trip from Los Angeles to Avalon is made in

In the October BELL TELEPHONE NEWS, Miss Nellie Morgan, told of her trip through the Spanish Main. Here is the story of the rest of the trip.

a good sized boat, *The Avalon*, and, although we thought the ocean very calm, we noticed a number of seasick passengers on the return trip.

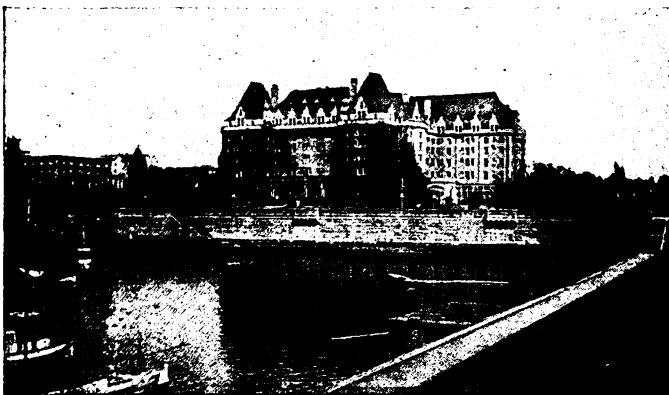
The trip from Los Angeles to San Diego was also made by auto, which gave us an opportunity to stop at the famous Mission

Inn at Riverside, as well as one of the old Spanish missions. While in San Diego we visited Balboa Park, Point Loma, Coronado Beach, where we witnessed a polo game at the Country Club, and were also fortunate in seeing the Pacific fleet at its home base in San Diego. From here we proceeded to Tiajuana, Mexico, but, as the racing season was over, there was really nothing of interest there, for the town consists of but one short street.

We remained in California about a month, dividing our time between southern California and San Francisco. After leaving 'Frisco, our next stop was Portland, Ore., the City of Roses. We were, however, too early for the rose festival which is celebrated about June 15. We drove out the Columbia River Highway, a distance of over seventy miles, passing scenery which we considered more beautiful than any we had seen in California. The Columbia River was on one side of the drive, several hundreds of feet below, and on the other side were massive rocks, forests and waterfalls. We also visited a fish hatchery, the largest in the United States, and a canning factory where famous Columbia River salmon is packed for shipment.

We spent four days in Seattle where we visited Snoqualmie Falls, which are one hundred feet higher than Niagara, but the volume of water flowing over is not so great. Green River Gorge, about fifty miles from Seattle, is a very picturesque spot. The scenery and rock formations are similar to those of the Dells of Wisconsin.

The journey to Vancouver was made by boat stopping en route at Victoria, where a short sight seeing tour of the city was made. We were particularly impressed here with the size and magnificence of the Parliament buildings, which rank amongst the finest in America, and are located near the harbor. The Canadian Pacific Railroad owns and operates all the boats and hotels in this section of Canada and the Empress Hotel in Victoria is the first of a chain of beautiful hotels. The boats traveling between Seattle and Vancouver are known as the Princess



REFLECTED IN THE WATERS OF THE BAY

The Empress Hotel, Victoria, B. C., Canada, is only one of a number of imposing and excellent hostleries owned and operated by the Canadian Pacific Railway Company.



CONTRASTING NATURE AND CIVILIZATION

Mt. Shasta, Cal., towering above this little town depicts in a startling fashion the great difference between its own everlasting grandeur and the frail shabbiness of a man-made place.

flowing to the Pacific and the other to the Atlantic Ocean.

We arrived in Banff, which is on the eastern slope of the Canadian Rockies, for a three days' sojourn. Banff is situated in the heart of the Rockies and is 4,500 feet above sea level. Here we visited the natural sulphur springs, cave and basin, Bow Falls, Sun Dance Canyon, Johnson Canyon and Lake Minnewanka, which is of glacier formation.

In view of the fact that it was so early in the season, the train which takes guests from Lake Louise Station to the Chateau was not in operation, so we made the trip from Banff to Lake Louise via auto. On our drive over we passed many mountain peaks of interest, such as Massive Range, Mt. Edith, Pilot Mountain and Castle Mountain, which is visible during the entire trip. We also saw herds of mountain goats and sheep, an occasional bear or moose and several deer.

The Chateau was just opening and there were only a few guests, as part of Lake Louise was still covered with ice and the trail to Lake Agnes was not open. The weather was, however, unusually warm for this time of year.

When leaving Banff, we also left the mountains behind and passed through a farming country on our way to Calgary, the largest city in the Province of Alberta, where we remained for two days. Here we endeavored to obtain a picture of an Indian squaw and her papoose, but before we were able to set our camera, she had passed out of sight. The only snow storm we encountered on our trip was on May 22 in Calgary.

After leaving Calgary, there was little left to hold one's attention in the way of scenery, as it was mostly prairie land in Canada and farming land in the states. We made a stop over in St. Paul and Minneapolis to break the monotony of the trip and from this point, proceeded to Chicago, after having traveled a distance of about 12,000 miles. Although we reached here in a down-pour of rain, the old town, with all its smoke and dirt, looked better to us than any we had seen, except Havana or Panama City.

Sylvie Donahue Has Made Over 100 Stock Sales

SYLVESTER DONAHUE, whose years of telephone service place him at the very top of the Illinois Bell service roll (he has been with the company forty-seven years and four months) also is the leader in selling A. T. & T. stock to subscribers. This year he has sold 279 shares to 111 subscribers. Sylvie leads the company both in years of service and stock sales. While figures are not available it may confidently be stated that if Sylvie is not the champion of the Bell System he is very close to it.

One does not often think that a man can do two things at the same time and do them well. Yet this is the reputation that Sylvie has acquired, for, while making his daily rounds as Main Office repairman in the South Water Street section of downtown Chicago, he has been able at the same time to interest so many people in the wisdom of buying A. T. & T. stock that there is scarcely a subscriber on his route whom he has not been able to obtain as a stockholder. On Tuesday, September 23, "Sylvie" dropped into Main Office to announce that he had just completed a sale which brought his record up to one hundred for the year of 1924. To use his own expression, "he got in touch" with one of his many friends on South Water Street and the rest was easy.

Here are the statistics by which Mr. Donahue has established for himself the record of star stock salesman: During the last two months of the year 1922, forty-one sales which included 310 shares; during the year of 1923, eighty-three sales which included 265 shares; and thus far in 1924, 111 sales which includes 279 shares. The majority of these sales were cash and very few of them for less than fifty dollars.

"Sylvie" knows no such word as "can't" or "give up" and through his indomitable stick-to-itiveness he has established a reputation which has been further intensified by his unending zeal to

place Main Office on the very top round of the ladder of success. By the end of this year he hopes to bring the status of his stock sales close to the 200 mark.

Accounting Employee Celebrates Twenty-fifth Anniversary

ON October 15, Miss H. Faye Webber celebrated her twenty-fifth anniversary as a telephone employee, having started as a clerk in the Accounting Department of the Chicago

Telephone Company on October 15, 1899. Her first duties were in connection with billing subscribers of measured service telephones, and after occupying various positions in the Disbursements Divisions of the Accounting Department, she now has charge of the typist and multi-graph work and is responsible for the preparation of voucher checks and the printing of the financial and departmental reports of the company.



TWENTY-FIFTH SERVICE ANNIVERSARY CELEBRATION

On the day that Miss H. Faye Webber, of the Accounting Department, Chicago, finished twenty-five years of service with the company, her co-workers presented her with a basket of twenty-five chrysanthemums.

Miss Webber was presented with a beautiful basket of chrysanthemums

by her office associates, and attended a luncheon in her honor at noon with seven of the old timers of the department, whose total years of service, including herself, was 184 years. The company five-star service pin was presented to her at the luncheon.

Miss Webber's pleasant personality has won a host of friends for her in the company and she was kept busy most of the day acknowledging congratulations.

A. P. Hyatt Appointed Plant Supervisor

(Continued from page 17)

Hotel, Tuesday evening, October 14, his former associates extended to him their congratulations.

W. J. Plaskett was toastmaster and W. H. Winters, general plant manager of the Bell Telephone Company of Canada, a distinguished guest and speaker. Other speakers were R. M. Bennett of the Western Electric Company; Verne Ray, Lawrence Hill, A. J. Walker, M. H. Riley, I. W. Boylan, P. J. Ramsey, and the "Prince of Wales" who rode in on his broomstick polo pony interrupting Mr. Boylan's speech (on the payroll the "Prince" is known as Claud Butler).

A golf bag and a set of assorted clubs were presented to the guest of honor by Mr. Lindholm, in behalf, and with the best wishes of, Mr. Hyatt's former associates.

Mr. Hyatt was obviously affected by the various expressions of friendship and goodwill, and said that while he was losing direct contact with many of his former associates, which he deeply regretted, he was pleased to say that he is still a member of the Plant Department, and as such would have the opportunity to continue old friendships.

New Appointments and Organization Changes Made

MANY new appointments and organization changes have been made in the Illinois Bell Telephone Company during the past month, particularly in the Chicago and Suburban Divisions. A change of major importance in the Chicago Division was the transfer of the Paymaster's Division of the Commercial Department to the Financial Department and the appointment of Joseph G. Lang, paymaster, and Robert Engelbreit, assistant paymaster.

In the Chicago Traffic Department A. H. Leonard, formerly of the old Lakeview District, was appointed district traffic superintendent of Edgewater District. H. C. Upton, formerly of the Edgewater District, was appointed district traffic superintendent of the new Lakeview District, consisting of Lakeview and Grace-land Offices. J. W. Truitt, formerly traffic supervisor, was made district traffic superintendent of the newly created Lincoln District, consisting of Lincoln and Superior Offices with headquarters at Lincoln Office.

W. R. Hutchison, former district traffic superintendent of Oakland District, has transferred to the Commercial Department and J. H. Ogg, former supervisor of force adjustment of Division No. 1 has been appointed district traffic superintendent of Oakland District, consisting of Oakland and Kenwood Offices only. M. S. Johnson, former traffic supervisor, has been made district traffic superintendent of the newly created Lafayette District which consists of Lafayette and Yards Offices with headquarters at Lafayette Office. Robert Halladay, former traffic supervisor, has been advanced to the position of supervisor of force adjustment of Division No. 1.

The former Hyde Park Office is now being operated as two offices, Hyde Park and Midway. The organization at Hyde Park remains the same as before the change. Miss Agnes McIntosh has been appointed day chief operator of the new office, Miss Margaret Norman, evening chief operator, and the duties of night chief are assumed by Miss Olga Simonson, Hyde Park night chief operator.

In the Suburban Division the districts in the Plant and Commercial Departments have been changed so that the boundaries and offices of each district in the Traffic, Plant and Commercial Departments will be uniform. The districts now are Evanston, Oak Park, Joliet, Hammond and the new Elgin District. These changes have, of course, necessitated transfers and promotions.

In the Commercial Department J. H. Conrath, former local manager of the Elgin Area, has been appointed district commercial manager of the newly formed Elgin District. He will also continue to function as local manager of the Elgin Area. G. L. Wilburn, formerly of the Evanston group, has been transferred as manager of the Woodstock Area. In the Evanston District H. B. Gates, formerly of Evanston, has been transferred to the Wilmette Area and the function of local manager at Evanston has been taken over by the district manager, C. T. Ford. J. C. Conway, formerly of the Oak Park District, has been transferred as manager of the Aurora Area to the Joliet District. A. C. Rhoades, manager of the Harvey Area, has been transferred to the Hammond District.

In the Plant Department no changes have been made in the Evanston or Oak Park Districts. In the newly formed Elgin District W. D. Eaton, former local plant chief at Joliet has been made district plant chief; George Larson, former local plant engineer at Evanston, has been made district plant engineer, and C. A. Burns, former district aerial construction supervisor at Oak Park, has been made district construction supervisor in charge of all construction and splicing work. In the Joliet District George Schnulle, former local plant engineer at Oak Park has been made district plant engineer, and H. S. Day, formerly functioning for the Joliet and Hammond Districts, continues as Joliet District con-

struction supervisor in charge of all aerial construction and splicing work. In the Hammond District L. W. Luckow, formerly functioning for the Joliet and Hammond Districts, continues as Hammond district plant engineer, and J. E. Akenhead, also formerly functioning in the same two districts, continues as Hammond district splicing foreman.

For You As Well As Me

I watched the water flowing
On its way toward the sea,
And it gave a little message
For you as well as me.
The bridge was but the present,
The water, it was time—
Flowing, never ceasing,
Like your life as well as mine.
What must be our duty,
How to do it, and when?
There's no time like the present.
Time heeds no calls of men.
So we must be up and doing,
Doing our little part.
For each one has a task you know,
And now's the time to start.
We're limited to changes,
But each must aim quite high.
Account for every single hour,
You as well as I.
Routine may seem a death to you.
It is, if you let it be.
But there's a change in every day
For you, as well as me.
When your task of work is done
And you did it well,
'Twill give no little pleasure,
For I am here to tell
That everything, no matter what
That which we may do,
Reflects the mental state of mind
Of me, as well as you.
If orderly our lives are led,
Then orderly we'll die.
And like our dreams on earth, you know,
We'll sail straight to the sky.

In summarizing up this verse
The moral is but this—
If happy you would like to be,
The Key is Usefulness.
Usefulness in every line,
Work as well as play.
It costs no more to give a hand,
And you'll be glad some day—
The day when our lives have passed
And the Book of Time is read,
How much has helped in what you did
How much in what you said.
Have you given a cheerful smile
Or lift to some in need?
How many chances have you passed
To do a noble deed?
Don't regret the time that's passed—
You've plenty of time right now.
Work and play and help some way.
Your heart will show you how.
And before your time has passed,
Live your life this way.
That even the undertaker will be sad
The day you passed away.
—By Homer M. Giblin, Chicago Revenue Division.

Thanksgiving

IT'S time to "talk cold turkey" to Old Man Accident, for Thursday, November 27 of this month, is Thanksgiving, and we have much to be thankful for.

We should be thankful that the health of the family is good; thankful our children are doing well in school.

We, who have had no serious injury, should be thankful for this fact, and those who have sustained an injury, should be thankful they are still able to continue another year, to be able to say next Thanksgiving, they are thankful *they* have suffered no serious injury.

We should also be thankful we have not brought hardship to a fellow workman.

After all we have to be thankful for, we should resolve to keep our minds clear and alert, and continue to do everything we can to promote greater safety, so more of our fellow beings will have more to be thankful for.

Tenth to First Place in Six Months. ?

ATLANTIC "B" BOARD TAKES A RIDE

By Edmund W. Sheehan

TELEPHONE men never find their work dull or uninteresting, for just about the time things are quiet along comes a job which taxes their ingenuity and resourcefulness; which playfully taps them on the shoulder and says, "You're it. Now catch me."

Such a challenge, however, has the effect of causing the telephone man to stay up nights to plan and scheme ways and means of outwitting his tantalizer; for no self-respecting communication expert wants to be "it" longer than necessary.

So when the men of the South Division Central Office Switchboard Installation Unit headed by T. E. Freeman, supervisor of switchboard installation, were handed the job of moving the Atlantic "B" board thirty-five feet east, they realized they were "it" and acted accordingly.

The Atlantic "B" Board is located on the second floor of Oakland Office. It is a twelve-position board containing 5,500 multiple, approximately 480 trunks, and stood parallel to the east wall. This wall was torn down during the building reconstruction and the room extended. The rearrangement plans called for the moving of the "B" Board back some thirty-five feet to the new outside wall.

Needless to say the "B" Board was working, and furthermore it must be kept working. So Mr. Freeman, and Mr. Hullett, supervising foreman, after studying the problem from many angles, engineered the move.

A special dolly, thirty-two feet long and two feet wide with six-inch casters was constructed, and the switchboard braced and equipped with iron cross beams at stated intervals to enable it to be jacked up. There were some 380 cables connected to the switchboard, and due to the building construction these had to be suspended from the ceiling for a time until the new floor was laid. These cables, furthermore, were strapped on five small dollies so that when the switchboard was moved the cables could move freely.

On the evening of September 3 the extensive preparations had been completed, and when the traffic had quieted down the sixteen jacks, which had been placed in position, were screwed up and the nine-ton switchboard and cables were slowly raised off the floor for a distance of ten inches so that the dolly, in three sections, could be placed in position. Again the jacks were operated, and the switchboard settled gently upon the dolly. The

chain falls were then hooked into place, and as they were operated the huge switchboard began to creep across the floor, guided by its numerous attendants and with the operators following to care for the traffic.

Only half the distance was completed the first night because of obstructing steel beams, which could only be removed the next day, and the next night, September 4, the switchboard was again started across the room. There was a rise in the floor, however, and so the switchboard had to be raised twelve inches, but with the exercise of skill and care, it was successfully elevated, and once more started on its advance. Finally after considerable maneuvering, and with the whole hearted coöperation of the "gang" and several visitors the Atlantic "B" Board was carefully guided into position, the dolly removed and the switchboard allowed to settle on the floor.

The maintenance and traffic force coöperated with the switchboard installation unit in every way. P. D. Stobbe, district maintenance superintendent; "Budd" Fisher, wire chief; A. R. Tauscher, switchboard man, and A. D. Henderson, jumper man, were on the job and made themselves exceedingly useful. W. R. Hutchinson, district traffic superintendent, proved to be an expert at operating jacks, and also furnished coffee and sandwiches to all concerned. So he was elected and installed as "Chief Mover,"—we feel, however, that the election was inspired and influenced by the coffee.

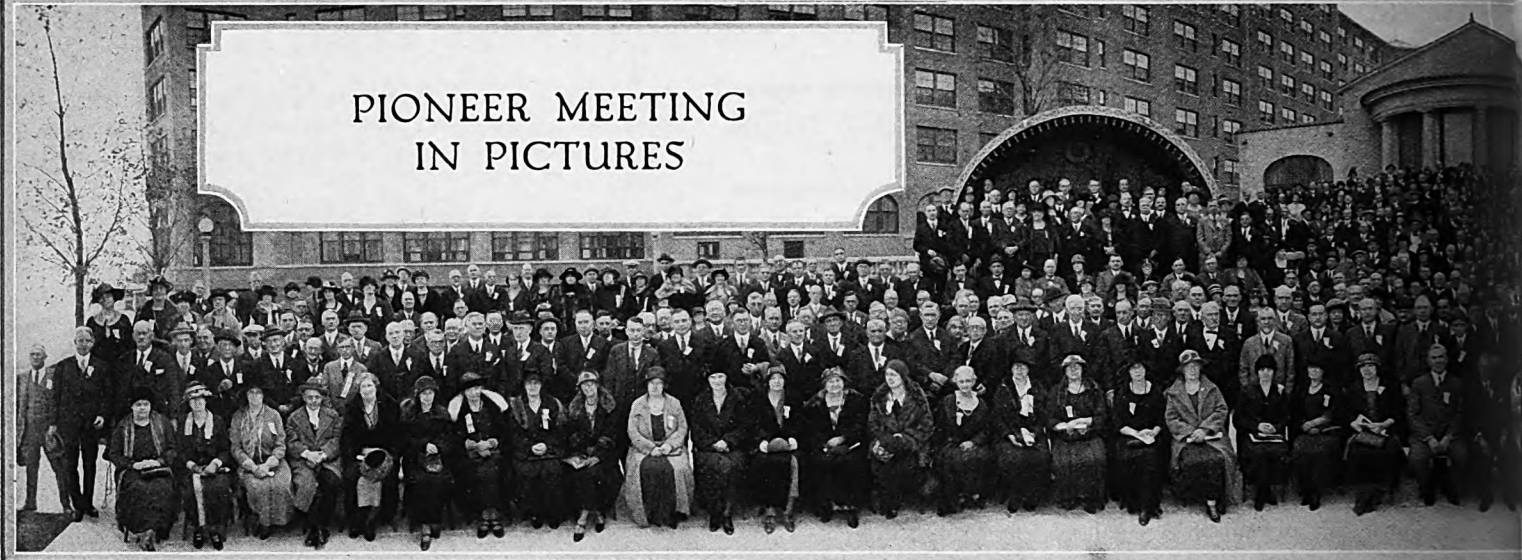
While considerable assistance was given, the brunt of the work was carried by the "gang," and to them is due honor hereby assigned because they worked strenuously and enthusiastically. The work was carried on under the general supervision of I. W. Boylan, division plant superintendent; T. E. Freeman, supervisor of switchboard installation; J. R. Hulett, supervising foreman, and under the direct supervision of F. Biller, foreman; assisted by B. Herrick, foreman; E. Ellison, E. French, G. Wyhanek, J. Glacek, C. Santell, J. Maurer, R. Johnson, L. Miller, L. Kaukalih, L. McNamara, M. A. Jones, O. Rons and A. H. Lindquist.

The construction of the dollies, the bracing of the switchboard and the iron work necessary for the move were done by the Central Office Installation Shop under the supervision of A. G. Gillespie, supervising foreman, by the following: W. Gould, H. Wallace, G. Cobe, R. Bishop, B. Brounson, G. Urban and T. Joyce.



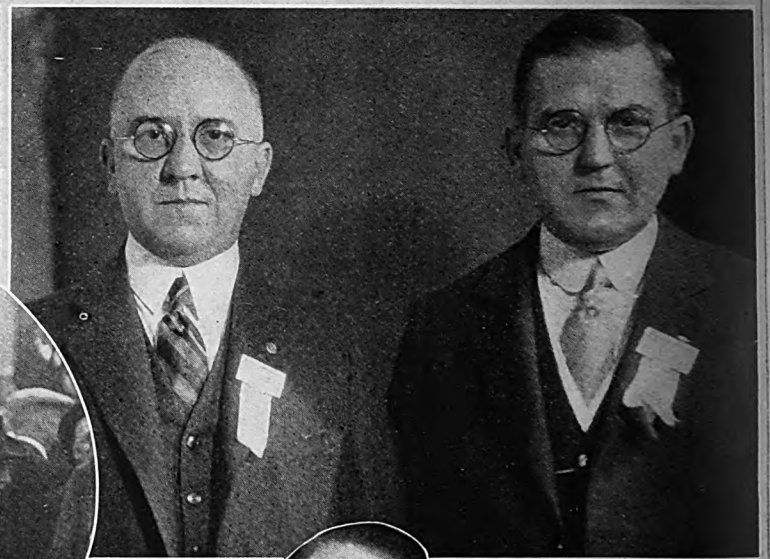
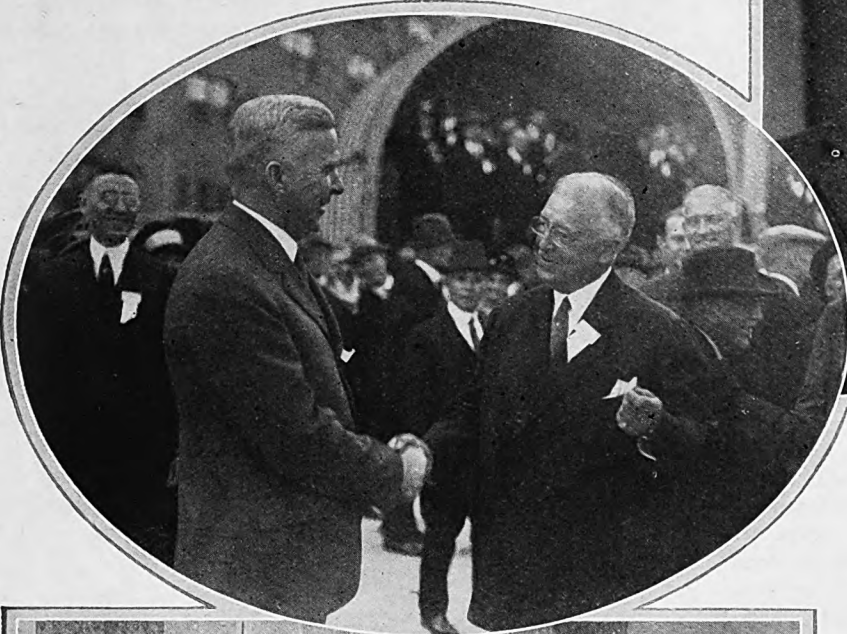
HOW THE ATLANTIC "B" BOARD WAS MOVED

PIONEER MEETING IN PICTURES



Group picture of the Pioneers taken on the terrace of the Edgewater Beach Hotel.

Below--- A. L. Salt, President of the Association (on right) is shaking hands with Ben S. Read, the man who was elected to pilot the Pioneers during the coming year.



Two brothers, W. W. Bunton of Southern California Chapter No. 25 and Albert P. Bunton, Liberty Bell Chapter No. 6 (Pennsylvania), who had not seen one another for fifteen years, met at the convention.



Left---A. L. Salt, Vice President, Western Electric; H. B. Thayer, President, A. T. & T.; L. H. Kinard, President of the Bell of Pa., registering.

Right---Graham McNamee, W E A F. A. T. & T. broadcasting station, helped to entertain Pioneers.



VICE PRESIDENT AND GENERAL MANAGER COMMENDS "TENTH TO FIRST PLACE IN SIX MONTHS" ACCIDENT PREVENTION DRIVE

TO ALL EMPLOYEES:

AT ITS October meeting, the Accident Prevention and Health Betterment Committee gave serious consideration to the report prepared by the American Telephone and Telegraph Company covering the number of lost time accidents per thousand employees of the Associated Bell Companies, for the second quarter of 1924.

This report shows the Illinois Bell Telephone Company in tenth place among the Bell System Companies, as compared with its previous position of third place.

As I hear the accident reports read each week at the meetings of the Benefit Committee, I am more and more convinced that a large part of the suffering and waste is unnecessary and this is borne out by the fact that some other companies are having so many less accidents than we are.

I understand that at the meeting, the Accident Prevention Committee decided to make a real drive to better our situation and adopted the slogan, "From Tenth Place to First Place in Six Months."

What others have done, we can do, and I shall watch this drive with the greatest interest. I am sure that if everyone of us, both in supervisory positions and in the field forces, will do our best, we can get results.

(Signed) F. O. HALE,
Vice-President and General Manager.

Pupin Praises Telephone Men as Scientists

IN his autobiography, *From Immigrant to Inventor*, Professor Michael Pupin of Columbia University, noted authority on electrodynamics, pays high tribute to the research work being carried on by the telephone companies of this country.

"To-day," says Professor Pupin, "the American Telephone and Telegraph Company and the affiliated Western Electric Company employ about three thousand persons in their research and development work. The scientific research work at our universities looks very modest in comparison with operations of this kind. Young men of the highest academic training and splendid talents are busy day and night exploring the hidden treasures on the boundary lines between the various sciences and the science and art of telephony, and their discoveries, I am sure, are the best investment of this great industrial organization."

Professor Pupin goes on to express the opinion that "it is not so much the occasional inventor who nurses a great art like telephony, and makes it grow beyond all our expectations, as it is the intelligence of a well organized and liberally supported research laboratory," and he adds: "When I think of that I am perfectly convinced that very few of the great advances in the telephone art would have happened under government ownership. That explains why telephony is practically dead in most European

countries. What little life it has in Europe is due to the American research in the above-mentioned laboratories."

A Call For Volunteers

By H. A. Mott

JUST one year ago, the Safety Bureau wrote an article which appeared in the BELL TELEPHONE NEWS, wherein it was stated "A good record is in danger." The bureau also stated that our record for the past few months was such that it gave the impression that our people were growing lax and becoming careless or absent-minded, and unless we were very careful, we would drop in standing in the Bell System Accident Prevention race.

Well, the Safety Bureau is not gloating over the fact that this prediction came true, but facts cannot be evaded. We did drop in the race and dropped far. The second quarter of 1922, we were sitting nicely in third place; the third quarter of that year found us in fourth place, and the last quarter found us in fifth place. During 1923 we were pushed down another rung into sixth place. The first quarter of 1924 opened up with another decision for Old Man Accident as we showed up in eighth place, and after receiving the A. T. & T. statistics for the second quarter, we were just about to concede that on the face of the facts, the two twins, Carelessness and Accident, had licked us good and plenty, as we had been pushed down to tenth place.

Yes, it looks bad,—that's true, and it does actually look as though the old boys have the I. B. T. on the run, but folks, you know there's an old saying which reads, "It's a long lane which has no turning." Well, the Safety Bureau is a glutton for punishment, and although the army of facts against us is rather strong right now, we are going to reinforce our ranks and make a gallant effort to stop this stampede of accidents and bring our company back to where it belongs.

To begin this campaign, we must have every employee's help. We must have coöperation. Every employee must be enlisted, and once we have established our quota, success will be ours, and remember what we said, Mr. and Mrs. and Miss Employee,—*we must have YOUR help.*

Haven't you seen enough of the suffering and misery this plague has caused? Can't you see that accident prevention and safety work is not simply idle talk and company propaganda, but is instead something for your own good and benefit? Weigh these things over in your mind and give them serious thought.

If you were being called upon to fight an epidemic of flu or smallpox, or some other dread disease which was taking a large daily toll by death, you would undoubtedly throw yourself into the fight, body, heart and soul; then why not join us in our fight against the worst plague of them all, accidents, which has destroyed more life than all the great wars and plagues the world has ever known?

Fellow employees, the Safety Bureau is not trying to force you to accept this faith, but we, who from daily contact with accident matters, knowing full well the number of accidents which could have been prevented, are pleading for your help.

It is strictly up to you. Don't wait for your friend or fellow workman to be in the hospital, or the crêpe hanging on his door, before you enlist your services on the side of accident prevention.

Remember this is for you and yours.

It is time to awaken to the fact that eternal vigilance is the price of safety. Think!

Facts About the Telephone

Among the forty-eight states that make up the United States of America, there are six, each of which has over five times as many telephones as the whole kingdom of Italy.

WHEN TIME MEANS MONEY

*Using the Hours to Advantage Not Only
Makes Clothes But Saves Dollars and Cents*

WANTED that a girl can save half of the money she might spend for clothes by making her own apparel, granting that—where when and how is a girl who works eight hours daily going to find time to sew?

Time—indeed that is the rock upon which many a ship of good intentions is wrecked. The annoying part of it all is that every person has just as much time as every other person. The problem is to use to the best advantage the hours that are left after work and the business of eating, sleeping and exercising—is finished. It is just the problem that most of us have learned to solve. It is the girl who has learned to use every minute of her spare time who can be for herself attractive and inexpensive garments.

A few days ago several girls were sitting together in a company rest room talking. They had discussed various and sundry things, as all of us have the habit of doing. The talk drifted to the winning of the World Series, through the channel of Saturday's football scores and the rest hit in a bittersweet chocolate sundae to them—as it invariably does.

"Well," said one girl, "it's all right for women who keep house and haven't much else to do to about making their own clothes, but I just simply haven't the time and can't seem to find the time and that's all there is to it."

"Take last night for instance. I didn't leave the office until five. It was six before I got home. Then by the time we had dinner and I'd helped do the dishes it was eight o'clock. There was my evening all shot."

"What time did you go to bed, Anne?" The girl who asked this question was sitting at the edge of the group, but she had very much a part of it.

"Oh, Marie, for heaven's sakes don't try to preach at me. We all know that you're one of the seven wonders of the world; that you make all of your own clothes—we'll admit they're darned looking, too, especially that tailored Poirer twill you're wearing now. But you and I are two quite different persons. You can't simply have the knack."

"But, Anne, I only asked you a simple question. What time you go to bed last night?"

"Oh, Miss Clever, if you must know, eleven o'clock."

"What did you do between eight and eleven. I'm curious especially because you always talk so much about never having time to do things. You talk more about that than any other girl I know."

"Is that so? I'll tell you what I did between eight and eleven, Anne. I can remember, and you'll see how very busy I was. Let me see. I was just hanging up the dish towel when the 'phone rang and there was a friend of mine on the wire. We talked for quite a while. He sure has a clever line. I had just hung up when the telephone rang again, and there was a girl that I hadn't seen for ages. We had so much to tell each other that I bet it was eleven o'clock before I hung up. And was my arm ever tired. Oh, boy!



MISS ELLA RYAN.
Chief Clerk to the Chicago Traffic
Supervisor, made this attractive
black satin dress in three evenings.
The total cost was \$16.50.

"Then I read a serial that has been running in the evening paper. A girl simply has to keep up on that or she's out of the conversational running. I was just finishing the last paragraphs when my sister and a friend came in and we played a three-handed game of bridge. Come to think of it, it may have been after eleven when I finally got to bed."

"That's just exactly what I thought you did, Anne. You're always talking about not having the time to do things, but you play away all of your extra hours doing things that don't mean anything. It isn't fair for you to say that it's all right for women who keep house and haven't anything else to do to make their own clothes. They're mighty busy, too, and have to learn to use their time. You'd find time to do your own sewing if you just tried to use your time instead of willfully wasting it."

"Listen, girls, listen to our coming missionary. What to do! What to do! Now, dearie, tell us what time you went to bed."

"I was asleep by eleven."

"And tell us, Miss Time User, what you did before you went to bed."

"Oh, you're not particularly interested. I'm sorry I brought up this argument, but your talk does get under my skin."

Marie started to leave the group, but the other girls who had been sitting in the side lines, listening to the argument, but not taking part in it, spoke up:

"Don't go, Marie, we're interested now. We're all agog to know what you did do till bedtime last night."

"All right, if you really want to know. I left the office at five-fifteen; so it was nearly half-past six when I reached home. Mother had supper all ready, but my little sister and I did the dishes. I don't remember what time we finished, but by the time I had read the evening paper it must have been eight-thirty. Then I started sewing. I'm making a new brown silk crêpe dress beaded with blue and gold beads. It's quite a job getting all of those beads sewed on. I was interrupted a couple of times; once by a telephone call and once by a caller of my mother's. It was about ten-thirty when I stopped sewing. Then I went to bed."

"Do you do that every night, Marie?"

"Of course not. There are lots of nights that I'm not home. There are lots of nights that I am home and have other odd jobs to do, but I always have something on hand to work at, and I honestly do try to use every minute of my time."

"But, say Marie," it was Anne who spoke, "but say you're different from the rest of us. You have more time."

"That's just where you're wrong, Anne, my day is twenty-four hours long, just the same as yours. What's more, I figure that I make at least a dollar for every hour that I put in making my own clothes. That means I'm earning that much more money every year."

The rest period was over then and the girls drifted back to their work. Marie left first, a little embarrassed perhaps by her

confession, and as soon as she had gone, Anne spoke to the girls who were left:

"I wouldn't for the world admit it while Marie was here," she said, "but I guess she's right. At least, I'm going to start to-night trying to make good use of my time. She surely does wear good looking clothes, and, well that dollar an hour would make a person feel that it was mighty well worth while."

WATCH YOUR MOTOMETER

(From the South Side Review)

THIS is about a newspaper man and his headache. He didn't go to the doctor. The doctor came to his office to talk about a health drive in that town and he found the poor sinner drooping over his typewriter with a box of headache tablets on the desk beside him.

The doctor fished a screed out of his pocket. "Read it," said he. "You will probably throw it away, but read it first. People all around you are taking headache tablets, not only for the morning after, but for pains that are twice as legitimate and hurt at least half as bad. They wake up with a headache and go in and buy a box of dope. It stops the headache for a little while because it numbs them. The ache is there but they don't feel it, and all the time it is raising particular heck with their insides and they don't know it. Read that and see if it is worth writing about. Put it in as is, or write it up in what you fondly imagine is a funny style. But get it before people, this dope about headache dope."

So we quote the newspaper man:

"I read it. As I read I discovered that that portion of my anatomy above my shirt-collar is a motometer. . . . My motometer registered lack of sleep. Lack of sleep isn't a disease. It's an indication. There's something that causes the lack way back of it. Headache dope isn't going to cure the lack of sleep. Sleep dope isn't going to cure the disease causing the lack of sleep. Perhaps the motometer registers trouble because of poor ventilation, overeating, constipation, mental over-exertion. Just fixing the motometer so it doesn't register isn't going to cure anything. Headache tablets aren't going to ventilate your bedroom or regulate your diet or open up your tubes or cure your brain fag.

"If you and I can keep a car in condition at the expense of one or two hundred dollars a year, we feel that life is worth living. We couldn't be hired to take it to a blacksmith. If there is electrical trouble we go to an electrician. If the battery is off, we go to a battery expert. Trouble develops on the road, and at the first town we strike we ask: 'Where is the best service station in town?' If we don't find a good one straight off, we nurse the old boat along until we find a place that is absolutely reliable. We will keep the whole party at an expensive hotel overnight so that the next morning we can feel sure of starting with a well car.

"But when trouble develops in our own machine, the machine we have just one of and that we can't sell or trade for another one—a machine that money can't buy—the machine that carries life's load, the burden of the whole family and, perhaps, the good of the whole community—when our personal and private motometer registers trouble in the machine upon which so much depends, we draw up at the first sign and spend twenty-five cents for headache dope. We throw sand in the gears instead of oil. We water the gasoline. We patch up the fly belt. We use a monkey wrench when we should have a specialist with a stethoscope. We listen to every street-corner counselor and rush off to take his advice.

"And all the time the gears get worse, the bolts get looser, the intake gets unscrewed and lost. The headlights get dim and dimmer. Our tubes are filled with clog and rust. The steering knuckles wobbles us all over life's highway without getting anywhere and finally we curl up and sit by the roadside while the other fellow scoots by.

"We don't spend as much time reading the motometer God has installed above our collar-button as we do studying the two dollar thing on the five dollar radiator on a \$260 second-hand Lizzie. We don't use enough care in picking out the right service station to go to, a station where there's an expert who can look at the motometer and be able to trace the trouble back to some out-of-the-way spot in our mechanism and tighten nuts and brush up contacts and adjust intakes and fan belts and clear out our circulatory and alimentary tubes. But at every 500 miles we will faithfully drain out the old oil from the car in the barn and put in fresh oil. Every three weeks we will have the old battery tested by an expert. We look to knuckle joints and the steering wheel, so the car will carry us true and fast and safely.

"They call it a periodical health examination when you go regularly to have the car overhauled that carries around your immortal soul on wheels. And it pays.

"Get a health examination. But pick out the right service man to do it. He needs to be careful and he needs to be mighty well trained. For you haven't many spare parts."

Greece Sells Her Telephones

THE telephone system of Greece, which has hitherto been operated under government ownership, is to be turned over to private enterprise. Arrangements have been completed, says an Athens dispatch to the *London Daily Telegraph*, "for the important sixty-six years' concession by the Greek government to a British group for an up-to-date telephone installation throughout Greece."

Under the terms of the contract, which will involve the investment of several million dollars, the work of installing new telephone systems in Athens and Salonika is to be completed within about a year and a half. The British syndicate will be allowed three years, however, within which to complete the rest of the contemplated new construction.

In abandoning government ownership of its telephone system, Greece is following the example of Italy and Poland. The Italian authorities are now considering bids from private companies for their government-owned telephone lines; and the Polish government a year or two ago turned over its telephone services in several cities to a corporation in which it retained only a minority interest.

Public ownership had signally failed to popularize the telephone in Greece. On the latest date for which figures are available there were but 5,357 telephones in service in the entire country, or less than one telephone for every 1,000 people, as compared with one telephone for every eight people in the United States at the same date. In fact, many a comparatively small city in this country contains more telephones than are in operation in the whole of Greece.

ALL the gold mines in the world put together did not produce enough gold last year to pay for the telephone construction and replacement being done during 1924 by the telephone companies in the United States.

Tenth to First Place in Six Months. ?

"FOUNDATIONS OF THE ELECTRICAL INDUSTRY"

*Short Address by B. E. Sunny, Broadcast
from WMAQ on Electric Night, October 21*

TUESDAY night, October 21, was electric night at WMAQ, *Chicago Daily News* broadcasting station, and eleven other leading stations of the country. Just forty-five years before, on the night of October 21, 1879, the world's first successful incandescent lamp was set aglow. To commemorate this achievement, the twelve stations presented special programs in honor of Thomas A. Edison, inventor of the incandescent electric light.

The speakers at WMAQ were B. E. Sunny, chairman of the board of the Illinois Bell Telephone Company and the Wisconsin Telephone Company; L. A. Ferguson, vice president of the Commonwealth Edison Company; Edward N. Hurley, war chairman of the shipping board; Lewis E. Myers, president of the L. E. Myers Construction Company. All of the speeches were interesting and were heard, literally, by millions throughout the country from Boston to San Francisco. Mr. Sunny's topic was "Foundations of the Electrical Industry." His talk follows:

"With six billions of dollars invested in electric light properties, six billions in electric traction lines, and three billions in telephone and telegraph, the question of the 'Foundations of Electrical Industry' takes on considerable importance. If we include gas, in which there are three billions invested, all of the utilities will be in the picture, except the water works which are mostly municipally owned.

"One of the strongest parts of the foundation of the electrical business is in the extraordinary interest that everyone feels toward anything electrical. It is the sensationalist in science. It has done so many things successfully and beautifully, that it has won universal confidence. It is not surprising that so many boys take up electricity, either as a pastime or a serious business. In the long list of vocations, there is nothing so inviting or interesting.

"The universal development and use of the radio is an outstanding example of the interest of the boys in electricity. They were quick to take up this latest of the wonderful creations of the electrical engineer and build radio sets for themselves and their neighbors. They mastered the intricacies of the numerous circuits, and the use and arrangement of the many new and queer appliances with amazing facility and understanding. To the practical value of the radio, there may be added, its value as a stimulus to the imaginative and creative faculties of young America.

"I doubt if the interest of the boy in electricity has been more marked or enthusiastic than that of the average engineer, who has had to deal with the problems of the development of the telephone and incandescent lamp. In the beginning, both of these devices were crude; many types and forms were built and tested before they were sufficiently satisfactory to be put into commercial use. The other appliances, devices and methods, such as dynamos, switchboards, distributing system, essential to the practical operation of the inventions, involved continuous experimentation.

"In the fifty years since Bell and Edison opened the doors to the electrical wonderland of the telephone and incandescent lamp, numberless engineers and inventors with an interest and enthusiasm akin to that of the boy with the radio, have, through their ingenious and remarkable discoveries, brought the systems of telephone, light and power services to their present high mark of efficiency. Furthermore, the frail and uncertain early appliances have given way to the durable and dependable.

"While the engineer and inventor have had a joyous and successful time of it, quizzing nature about her secrets, and have gone on step by step in the development of apparatus and methods of operation, others of us have at the same time gradually acquired a fundamental knowledge and experience in the very important matter of finding out how to get along with our customers and the public generally.

"Just as there were no telephone men when the telephone was invented, or electric light men when Edison made his great discovery, so were there no utility men. It was the stone age in electricity, and there were cave men in evidence. On the commercial and operating side of the utilities, there has been none of the alluring mysticism that supplied stimulus and entertainment to the engineers and inventors. The problems have been quite drab and difficult of solution, involving the relations with the various governmental departments,—federal, state, county and city; the relations with customers, the press, and with employees.

"The several utility services, privately owned, parallel the services of the government in the handling of the mails, the municipally conducted water works, and the police, and fire departments. The privately owned utilities are always held to a sharper accountability than those municipally operated, and that they nowadays almost wholly escape criticism of any sort, is proof that the task of supplying satisfactory public service has been solved. This fact is almost entirely due to the general realization of owners and managers of utilities that satisfactory service is of the first importance, and that the charges therefor must be as low as cost and a reasonable return on the investment will permit.

"While there are radical property and operating differences between the several services, each requiring specialists and experts in the respective lines, there is practical uniformity and unanimity among utility managers in their conception of their obligations to serve the public in a satisfactory way.

"This policy and practice is pleasantly reflected in that customers and the public generally have come to have a better insight into the operations of the utilities, a fuller appreciation of the problems and difficulties they encounter and—what is especially gratifying—confidence in the good faith and square dealing of the utility people.

"Therefore to me the foundations of this eighteen billion dollar structure—a majestic testimonial to the science of electricity built by the intelligent coöperation of the utilities and the public, are firm and strong, and will endure forever."

Laboratory is Memorial to Telephone's Inventor

A RESEARCH memorial laboratory to Alexander Graham Bell, inventor of the telephone, is provided for by the will of Mrs. Mabel Hubbard Bell, his widow, whose estate was recently appraised in Washington, D. C., where she died on January 4, 1923.

Doctor Bell, prior to his death on August 2, 1922, had been carrying on certain research work in coöperation with Frederick W. Baldwin. In her will, Mrs. Bell agrees that for a period of ten years, after certain contracts had been filled, to furnish \$10,000 a year "for carrying on scientific experimental work of the Graham Bell Laboratories," at Cape Breton, Nova Scotia.

"Courtesy" is not listed on the stock exchange, but it's a big dividend payer.

BELL TELEPHONE NEWS

Published Monthly by

ILLINOIS BELL TELEPHONE COMPANY

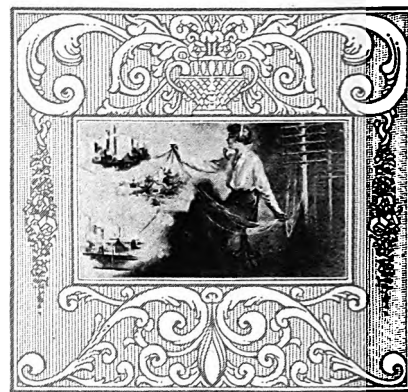


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SUBSCRIPTION PRICE—Two dollars a year in advance, to all persons except employees of the Illinois Bell Telephone Company.



AMORY T. IRWIN, Editor

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Family Telephone Takes Only 1.25% of Income

ONLY a little over one per cent of the average income is spent for telephone service. A study of the typical family's expenses recently made public by the Society of Electrical Development, indicates that only one and twenty-five one hundredths per cent of the total income goes for telephone service—a really negligible expenditure considering the value of the telephone in emergencies and in ordinary daily life.

Public utility charges, in general, form only about five per cent of the average budget, and this five per cent includes not only the telephone bill, but also car-fares and charges for electricity, gas and water.

The really substantial items of family expenditure are food, forty-five per cent; rent and taxes, sixteen per cent; entertainment and charities, fourteen per cent, and clothing, twelve per cent. The remainder of the typical budget is made up of miscellaneous expenses.

* * *

Have You a Soldier on Your Lawn?

ABOUT 200 years ago a Russian empress had a beautiful plant in bloom on her lawn, and she asked that a soldier be stationed to guard it. It was so ordered. Both plant and empress are very much dead, and have been for a long time; likewise the soldier who was originally detailed to guard the plant. But it was only recently that the last of his successors was removed from the job.

It happened that an efficiency expert was looking over the grounds and wanted to know what was the idea of the soldier standing on the lawn. Nobody seemed to know, but somebody got busy and, after much digging into ancient records, brought to light the incident of the plant.

Probably the officer who placed the man there originally, straightway forgot about it or was sent away to

"CALLS TO BE COMPLETED"

1. Every employee and every subscriber a stockholder.
2. Complete coöperation between every department and every person.
3. Harmonious public relations. Remember—You represent the company to the public. Be courteous.
4. Make "Accident Prevention" your slogan.

another post. The soldier wasn't supposed to think or offer suggestions; so he continued to report on the job even after the plant had died. When he was taken away, another soldier replaced him, and so on down the years until the efficiency expert came along and began to ask questions.

The story may or may not be true. We do not guarantee it.

Nevertheless, the lesson that you can read between the lines is that it does not do to take things for granted. The fact that a condition exists to-day is not evidence that it will exist to-morrow. A thing that is necessary this week may be entirely useless next week. The thoughtful man or woman plans his or her work from day to day and tries to find the reason behind the job.

It is not a bad idea to take stock occasionally and find out how many things we are doing that could have or should have been discarded long ago.—*Telephone Talk*.

* * *

Three Lives,—Three Different Paths

JUST recently, in Madison, an unusual case was brought into court.

A young man, about twenty-four years of age, was arrested for burglary of pay stations, pleaded guilty to the charge and was arraigned in court.

The assistant district attorney, the defending attorney and the prisoner had attended high school together. They had started life with the same equal chance,—yet how different were the paths that had brought the three into court.

All school mates, one was a criminal, the other was trying to uphold the laws of the land and yet temper the law with as much mercy as possible because he was a school mate of the defendant. The third, the defending attorney, was not asking that the law be not upheld, but asking only that his boyhood friend be given a chance to start right once again.

TELEPHONE TRAIL BLAZERS WITH NOVEMBER SERVICE RECORDS

Joseph Vraneck

November, 1891—33 Years

MR. VRANECK, otherwise known as Joe, came into the telephone business at a very interesting time in the history of Chicago. He began as an installer during the early construction period of the great Columbian Exposition, the world's most famous fair.

This was before the days of economic routine when installer had to pack instruments, wire and tools from the downtown storeroom by foot and jinglebell horsecar out to the subscriber's premises, put in the telephone, make the line connections and then come in for another load.

This was not so bad for nearby places, but, when—as in Joe's case—the subscribers were ten or twelve miles from the base of supplies, it meant some long "hikes" with heavy loads.

With the World's Fair over, Joe came downtown and helped to put the roof lines underground. Not many of us today in Chicago will remember that underground system (consisting principally) of "Dorset Conduit," big cast iron goosenecks and wooden pumplogs tied to the basement walls under sidewalks mixed up with coal, chickens, bananas and what not. Joe says that the changes and improvements of thirty years are almost unbelievable.

From this construction work, Mr. Vraneck became an assistant chief of inspectors, and in a short time was sent out to West Office as wire chief, later being made manager. Then he went to Oakland and Hyde Park Offices and after awhile came downtown as wire chief for the combined district of Main, Central and Harrison Offices.

Joe's next move was into the job of toll wire chief for the Suburban Department, to which he seems to have been permanently wedded.

He has been there so long that he knows all the suburban poles, cables and insulators by their first names, and in cases of big storms Joe can be found on the job forty-eight hours a day, directing the job of patching up the "dirty work" of the sleet storm and the cyclone.

Clarence S. Edward

November, 1897—27 Years

Mr. Edward broke into the telephone business in November, 1897, by starting to work for the American Telephone and Telegraph Company as a night operator at the Morrell Park Office, located at Forty-seventh Street and Kedzie Avenue in Chicago. This was before the days of "loaded cables" when they had to keep long line transmission out of underground cables, as much as possible. To-day, of course, it is different and Morrell Park has become principally a testing station, but when Mr. Edward was there it was an operating station, through which most of the Chicago long distance business had to pass.



JOSEPH VRANECK

From Morrell Park, Mr. Edward was transferred to the Central Union Company as a Service Inspector. In that capacity he roamed all over the states of Illinois, Indiana and Ohio.

When Mr. Sabin became president, he appointed Mr. Edward service manager for the company, and in 1907 he was transferred to the Pioneer Telephone and Telegraph Company at Oklahoma City. They had just "struck oil" in this district, as the phrase goes, and the traffic demands had almost instantly overleaped the telephone capacity. Oklahoma had become a seething mass of men, mud, oil and confusion. Oil derricks apparently sprung out of the ground everywhere. The first sight that came to Mr. Edward up on his arrival at Oklahoma was a line of twenty-five or thirty men hopping from one foot to the other while waiting to get long distance calls. Gushers were spouting oil, which was running to waste in the river, and excitement was intense. This alone was enough to lead Mr. Edward to hurriedly recommend the increase in facilities to care for the booming territory.

From the Pioneer company he went to New York City and served on the traffic staff until the fall of 1910 when he went to St. Louis as district traffic chief.

A couple of years later Mr. Edward was transferred to Fort Worth in the Southwestern Bell District. His next move was across country to the Southern Bell Company at Atlanta, Ga., and in 1916 again he moved, this time to Detroit as toll manager for the Michigan company. About a year later Mr. Edward came to the Chief Engineer's Office in Chicago and he can now be found in the Suburban Traffic Department as its chief clerk.

One must note that Mr. Edward has certainly had a country wide experience in the telephone business.

Edwin J. Cady

November, 1901—23 Years

Mr. Cady—E. J.—should rightfully be given credit for several hours more service than the record shows. You ask why? Well, he used to go to school in Marengo, and when the wind blew too many crosses in the overhead lines for the local manager to clear up promptly, he would send for E. J. to climb poles and knock out crosses. For this service, Mr. Cady was paid by the hour. It



EDWIN J. CADY



CLARENCE S. EDWARD

SUPERVISOR SAVES LIFE OF SUBSCRIBER

Letter Tells How Helen Weir Called Doctor for Heart Attack Victim—Other Communications Tell of Unusual Services Rendered by Telephone Employees

A CALL for assistance over the telephone—the quick witted action of a supervisor and a doctor arrives in time to prevent fatal results from a heart attack. This tells the story of how Miss Helen Weir, Wentworth supervisor, came to the aid of a subscriber whose husband had suffered a sudden heart attack. The subscriber, Mrs. C. W. Atkinson, has written to Miss Weir and to the company to express her appreciation of the service rendered her.

William M. Webster, City Hall Square Building, Chicago, has this to say in a recent letter to President Abbott: "My home phone went down Sunday and after many efforts were made to get it back in commission, finally on Wednesday I appealed to your office—not my purpose to trouble you with a minor matter of this kind or to make complaint, for I know how those things go—but this letter is rather to compliment the very lady like and courteous treatment as well as prompt action I received from your young lady assistant that answered my call and that you may know the efficient manner in which it was handled, which, I think deserves mention.

"Courtesies and treatment of this tend to inspire regard and great confidence for large institutions like yours."

Miss R. M. Ledwell, stenographer, received Mr. Webster's call for the president's office.

Good service given subscribers by operators or supervisors

served as a basis for his request for work with the Chicago company when he came to the city in 1901. With the Marengo experience behind him, he claimed to be a lineman and his subsequent record of twenty-three years proves that he "made good."

In November, 1901, Mr. Cady went to work in old Central Office as a repairman and from there he went to the old North Office, now called Superior. Here he did frame work for a time, and then went back to Central Office.

After that he went to old Hyde Park Office, where he served as testman, chief tester and later wire chief. He was in Hyde Park Office for fifteen years and then, in the cycle of events, again went back to Central.

When the reorganization of the Loop District occurred, he was made a supervising foreman and in January, 1924, Mr. Cady became district maintenance superintendent, with headquarters at the same office where he first started to work in 1901.

True there is now nothing left of the old equipment. Just the name Central remains and, of course, Mr. Cady.

P. J. Ramsey

November, 1903—21 Years

Mr. Ramsey is now a telephone voter—or at least a pioneer—for he has been with the Bell System for twenty-one years this November. He floated into the business—not on a sunset cloud as the poet says, but as an installer for the Sunset Telephone and Telegraph Company—now the Pacific, at Los Angeles, Cal. He was with them for ten years during which he held various jobs; first as an assignment clerk, then he became a testman and in 1908 went to Oakland, Cal., as a testman.

From this he was transferred to the field as facility man, and then assumed the title of field engineer.

In 1911 Mr. Ramsey went to 'Frisco as district splicing

has brought commendation in the form of several letters. T. E. Clarke of The Alston-Lucas Paint Company writes to tell of his appreciation of the quick connection put up by Miss Margaret Holland, Monroe supervisor, when he wished to report the hold-up and robbery of the factory cashier. Thanks for special service given the Central Trust Company of Illinois on a number of long distance calls which were handled by Miss Florence Miller, Long Lines operator, is expressed in a letter from R. L. Parkinson, of the Bond Department of the trust company. "She gives most excellent service and is obliging and quick," says Mrs. Mary Tittel in a recent letter commending Miss Emma Netzel, a Graceland operator. "I cannot help but use this opportunity to express my appreciation of the excellent service rendered by operator No. 9405 on my line during the evening hours," says Richard P. Daniels of Oak Park in a letter expressing appreciation of the service rendered him by Miss Edla Edin.

R. J. Bailey and W. F. Vernon, repairman, were "unusually courteous and careful" on a recent job at the offices of the National Founders' Association, according to a letter from George Wilson Jones.

"We have found the service of this utility to be unsurpassed," says Dr. Walter E. Murphy of Murphy and Pfluke, Peoria opticians, in a recent letter commending telephone service.

supervisor, and in the fall of the following year, was transferred to the Bell company of Missouri as district plant engineer and in February, 1913, went over to the Southwestern Bell Company as district plant chief at Topeka, Kan.



P. J. RAMSEY

Again he moved—this time to St. Joseph, Mo., as division plant superintendent, and in 1915, we find from the records that he was division construction supervisor at Wichita, Kan.

In July, 1917, Mr. Ramsey received his commission as captain in the Signal Corps and crossed the Atlantic to help win the war. When he returned from "over there" he came back to Mother Bell and worked in the chief engineer's organization in Chicago for the Central Union Company. This was in June, 1919, and in December he was made plant superintendent for the Central Union at Springfield. When that company was absorbed by the Illinois Bell Telephone Company, Mr. Ramsey became division plant superintendent for the Illinois Division and in January of this year was transferred to the position of North Division plant superintendent in Chicago.

This is quite a list of experiences for any one telephone man, and we congratulate Mr. Ramsey on his initiation into the ranks of the "Trail Blazers."

DUNDEE, ON THE BANKS OF FOX RIVER

Its Excellent Transportation, Manufacturing Enterprises and Its Location as a Dairy Center Make This Northern Illinois Town Prosperous and Progressive

By Miss Belle Miller, Commercial Manager

"**B**ONNIE DUNDEE," affectionately so-called by many of its residents, is a pretty and progressive little town of 4,500 inhabitants located in the northern end of Kane County in the Fox River Valley, one of the beauty spots of the middle west. The stories of its early days are most interesting and unique, as all such stories are, and bear mention of names which have meant considerable in its history.

Dundee was settled about the year 1830 by New Englanders and Scotch immigrants, hence the name. George McClure, a brigadier general of the War of 1812, was one of the first settlers and the settlement was first known as McClure's Grove. His daughter, affectionately remembered by the writer, was wont to tell of the days when the only way to cross the river was to obtain a ride in an Indian canoe, which she always demanded without fear, since the local tribe of Foxes were very partial to her because of her red hair.

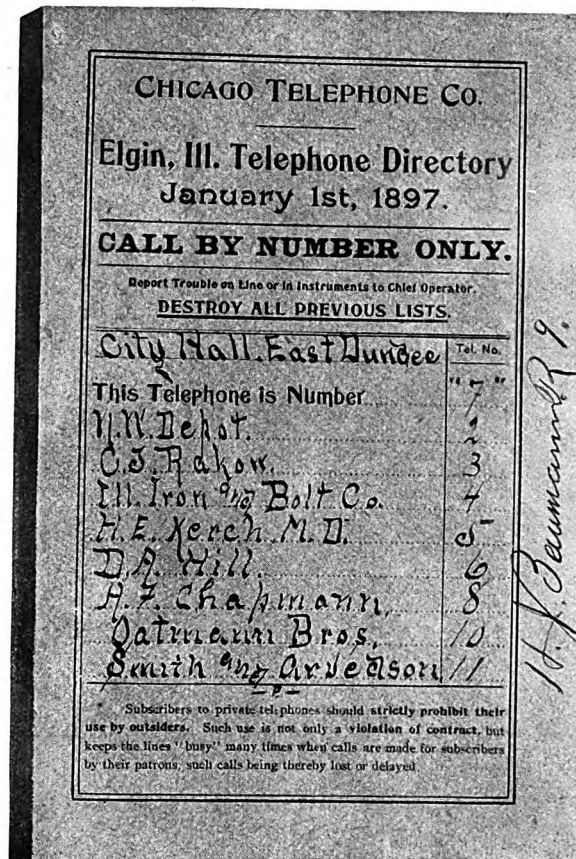
Allan Pinkerton, the detective, achieved the beginning of his national fame while he worked in Dundee as a simple "copper," and rounded up a band of counterfeiters who operated on an island several miles up the river.

Colonel Jerome Davis, a "boy colonel" of the Civil War, had his home in Dundee. He became a widely known lecturer and educator; was one of the first three

missionaries to set foot on Japanese soil and founded there the first American college. The old house in one of the pictures was a stopping place for stage coaches and housed the first Post Office. Mrs. John Brown, of abolitionist fame once delivered a lecture in its parlor.

The telephone exchange was first a toll station established in 1881 in the dry goods store of C. F. Hall still an active merchant. Henry Baumann, son of an early settler, was then engaged in the drug business, operating the store now run by A. T. Wagner, and he became interested in the telephone. B. E. Sunny, now chairman of the board of directors of the Illinois Bell, went personally to Dundee to interest Mr. Baumann and to appoint him toll manager at the tremendous salary of sixty cents a month. Mr. Baumann naturally felt that this was not a very lucrative proposition, but Mr. Sunny, full of faith, persuaded Mr. Baumann to "come in on the ground floor." By the year 1893, the toll station had grown into an exchange of thirteen subscribers, and the switchboard was located in Baumann's store. Mr. Baumann had in view the goal of 100 subscribers and felt that when they had been obtained he could "lay down and quit." But he did not, and is still at it in the

capacity of commercial agent for Elgin District. The first thirteen subscribers were evidently the hardest, and were obtained by



FIRST DUNDEE TELEPHONE DIRECTORY

Back in 1897, the telephone directory in this northern Illinois town consisted of nine names and numbers listed on the cover of the Elgin directory.



HALF HIDDEN IN THIS BEAUTIFUL, WOODED VALLEY

Dundee has many things of which she may be proud, but chief among these she may prize her scenic location in the picturesque Fox River Valley.

trading in vacant lots, and even independent telephone instruments as in the case of the Star Manufacturing Company which operated a private line between its office and the depot.

In 1893 the office was moved to more commodious quarters in the old Opera House Block. These quarters were later outgrown necessitating the removal in 1914 to the present location.

The common battery system had its birthplace in Dundee. Storage batteries were unknown and a combination of blue vitriol and zinc known as "Crowfoot Batteries" were used. Subscribers called central as we do now, but experienced much trouble in so doing for the ground rods frequently dried out. All one summer was spent in experimentation, and the trouble shooter, A. T. Wagner, straightened out much of the trouble by pouring several buckets of water around the individual ground wires.

Dundee has continued to grow and prosper and so has the exchange, which now serves almost 850 subscribers who are courteously attended by Miss Hulda Rahn, chief operator, and her six efficient assistants. Robert Mundhenk has been wire chief for nine years, and with his helper keeps in condition the equipment for Dundee, Carpentersville, Algonquin and the surrounding country. Mr. Baumann was commission manager until ten years ago when he was succeeded by his daughter, Miss Irma, who served as commercial manager until 1918, when she was succeeded by Miss Belle Miller.

Dundee is the home of Haeger Pottery and the D. Hill Nursery Company, which is the largest evergreen nursery in the country. The water supply is of the best, fed by springs of a capacity of one million gallons a day, and pumped by a hydraulic ram which, until a few years ago, was the most powerful in the United States. It now ranks second. Carpentersville, a part of Dundee Exchange territory, is a village just north of Dundee, and possesses Carpenter Park whose golf course and other recreational facilities are very popular in summer. The Illinois Iron and Bolt Company, a large foundry, is located there.

Dundee is well served by transportation facilities and is located on two cement roads, the Fox River Trail and the Higgins Road. The fact that it is in the heart of the dairy district of northern Illinois, that it has numerous factory enterprises, that it is a town of homes, and that it possesses six growing churches and one of the best community high schools in this section of the state, makes Dundee prosperous and a good place in which to live.

Political Ownership Fails, Says Barnes

OPPPOSITION to governmental ownership of public utilities on the ground that such policy would discourage private enterprise and individual initiative, was voiced by Julius H. Barnes, president of the Chamber of Commerce of the United States, in his annual address.

Mr. Barnes called attention to the fact that Great Britain, under government ownership, has only two telephones for every 100 persons, and the United States, with private operation, has thirteen.

Further, the telephone conversations, per person per year, are 160 in the United States and eighteen in Great Britain. A natural inquiry arises that must be answered, he said, and continued as follows:

"Why should Great Britain, if its political philosophy and social practices are so similar, differ so radically in the general use of such a ready agency of earning power and social facility?

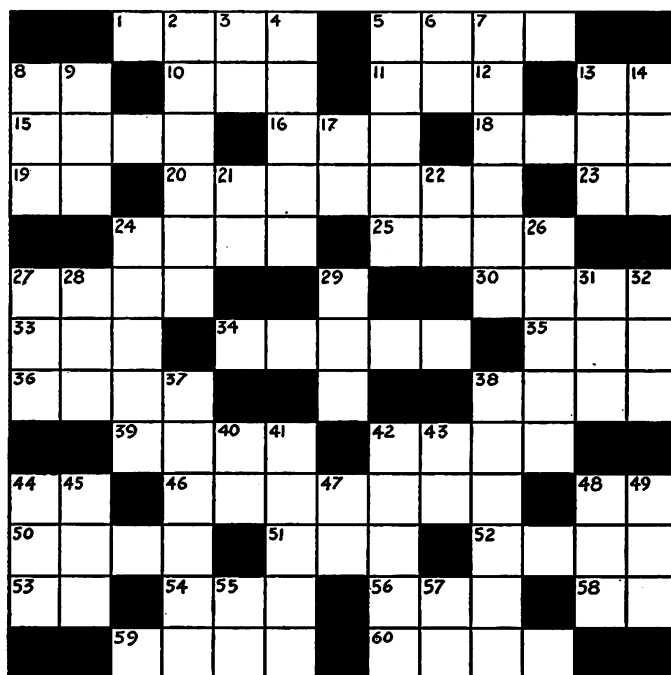
"Does it not lie in the fact that the telephones and telegraphs of Great Britain are government-operated, while in America, with American resourcefulness, we have developed a new policy of regulation which protects the general public, but regulation generous enough to attract into this regulated industry the same driving power and resourcefulness which goes into the field of private industry?"

CROSS WORD PUZZLE

WELL, here we are, folks. The BELL TELEPHONE NEWS just couldn't resist the universal craze.

There are some telephone words in this one, as well as some others. It may bother the beginner a little, but will be twenty-nine vertical for the seasoned cross word fan. With this hint you are on your way.

Each telephone employee who works this out correctly will receive a year's subscription to the BELL TELEPHONE NEWS free of charge, provided he continues in the service that length of time. The subscription will be filled in the usual manner, and will be awarded whether or not the answer is sent in. The answer will be published next month.



Horizontal

- 1—Support for telephone lines
- 5—Collection of tents
- 8—Preposition
- 10—Measure of length
- 11—Hind
- 13—Ascending
- 15—Norse myth
- 16—Saint
- 18—Successful telephone company must have it
- 19—Measure of area
- 20—Daughter (German)
- 23—Ate (Colloq.)
- 24—Wrongful act
- 25—Eager
- 27—Burn
- 30—Anarchists
- 33—Measure
- 34—Every telephone operator's voice has it
- 35—Recline
- 36—Grasp
- 38—Stick
- 39—Mark on sheep
- 42—Channel marker
- 44—Pronoun
- 46—Telephone office in Chicago. Also in Indianapolis
- 48—Year (Abbr.)
- 50—Automatic telephone has it
- 51—Since
- 52—Automatic user listens for it
- 53—First name of prominent democrat
- 54—And so forth (Abbr.)
- 56—Article
- 58—Pronoun
- 59—Town in Wisconsin
- 60—Musical instrument

Vertical

- 2—Speaker
- 3—Behold
- 4—Pronouncement
- 5—Packing
- 6—Language of Assam
- 7—Same as mirror
- 8—Man's name
- 9—Black viscous substance
- 13—Canyon in Colorado
- 14—Favorite
- 17—Suffix forming ordinal numbers
- 21—Conjunction
- 22—For example (Abbr.)
- 24—Conversations
- 26—Magnetic device in circuit
- 27—Operator's telephone
- 28—Highest note in scale of Guido
- 29—Great American dessert
- 31—Noise
- 32—Observe
- 37—Symbol
- 38—Shrivel
- 40—That is (Abbr.)
- 41—Mexican coin
- 42—Public telephone enclosure
- 43—Prefix denoting the contrary
- 44—Woman's name
- 45—Until
- 47—Major General (Abbr.)
- 48—One of a number
- 49—River in Scotland
- 55—Transpose (Abbr.)
- 57—Greeting

Telephone Company Has Exhibit at Illinois Products Exposition

PROBABLY the most interesting exhibit at the Illinois Products Exposition, held in Chicago, October 9-18, was that of the Illinois Bell Telephone Company. Throughout the entire period of the exposition it was surrounded by crowds of visitors.

The exhibit consisted of a miniature long distance line, with exchanges, operators and apparatus and a large animated map showing the course of long distance messages between Chicago and Boston. The local and long distance operators, the repeater stations, and the actual line itself were represented in miniature. Toll and long distance operators were on duty to demonstrate the apparatus and explain to visitors the interesting features of long distance operation.

In the center of the exhibit was a long distance operating room, with the top open to show the boards and the operators at work, and these were very faithfully reproduced, although in very small size. A feature of this portion of the exhibit was a standard rest room, showing visitors the provision the company makes for the comfort of the operators. On either side of this were representations of open wire and cable long distance lines, constructed according to standard specifications.

A. V. Farr, head of the Commercial Service Bureau, was chairman of the committee in general charge of the exhibit. C. W. Freudenberg, commercial manager, was in charge at the exposition. He was assisted by A. H. Reed, commercial agent, and the following toll and long distance operators: Miss Emily Ludwig, toll operator; Miss Gertrude Dobrunts, toll operator; Miss Margaret Flynn, toll junior supervisor; Miss Claire Felmeth, Long Lines instructor; Miss Margaret Doyle, Long Lines operator; Miss Libby Levy, Long Lines operator. R. J. Cahill, central office installer, was on hand to see that the apparatus worked perfectly and continuously.

Edward J. Padmore, of the traffic staff of the Long Lines Department, was responsible for the design of the exhibit and many of the details. He was assisted by C. T. Schragge and H. M. Dayton, of the Long Lines Plant Department, who handled details. F. F. Valett, of the Illinois Bell, assisted by R. J. Cahill and E. A. Page, worked out the machine switching circuits which animated the map. W. A. Brenner, division traffic superintendent, Long Lines Department, and Sydney Hogerton, division plant superintendent, gave full coöperation.

The exhibit was located near the main entrance to the exposition building on Lake Shore Drive, and the young women who were demonstrating were at considerable disadvantage on account of the blare of the brass bands. But they did a good job and are to be congratulated.

The company also had a completely equipped public pay station with a number of booths at the exposition. This was in charge of Mrs. Margaret Hoag and Mrs. Madeline Thorpe, pay station attendants. They were assisted by Harold Wolfe and Joseph Pyskacek, messengers.

Telephone Installer Married at Exposition

(See Picture on Page 16)

JOE WISERSKY, P. B. X. installer, and Miss Mary Branch were married on the evening of September 8 before an immense throng of admiring friends and neighbors. The marriage was the crowning event of the Austin Business Men's Convention and Exposition, which was held on Lake Street between Latrobe and Lockwood Streets.

The bride and bridegroom-to-be marched to the big tent to the air of a wedding march rendered by the Austin Exposition

Orchestra. On arriving at the tent they were led by a beautiful flower girl, Miss Betty Wisersky, sister to the bridegroom, to a flower bedecked booth where they were met by Judge John Rooney who performed the wedding ceremony.

The happy couple received many presents from the Austin Business Men's Association.

J. S. McCulloh Elected President of New York Telephone Company

THE story is told of J. S. McCulloh, who has just been elected president of the New York Telephone Company, that he was once seated at dinner with some men who were discussing colleges. On being asked what his college was, Mr. McCulloh replied "the University of Weehawken." The men were rather mystified and one of them asked if he meant Stevens Institute at Hoboken. Mr. McCulloh answered that the college he had reference to was right at the foot of the Palisades. Somebody said, "Why, there's nothing there but the West Shore Railroad yards." Mr. McCulloh nodded, "Exactly. And that's where I got my early education."

The education received there must have been excellent, for in the forty years of his business life, Mr. McCulloh has risen from a railroad clerkship to the presidency of a great public utility corporation.

He started his business career in 1885, as a clerk in the office of the general superintendent of the West Shore Railroad. On April 1, 1893, he obtained employment in the Long Lines Department of the American Telephone and Telegraph Company at New York. A few months later he became chief operator of this department. His ability and application soon won recognition for him, and on May 1, 1896, he was appointed assistant division superintendent of the First Division of the A. T. & T. Co.'s territory with headquarters in New York. In 1901 Mr. McCulloh was sent to Chicago as superintendent of the A. T. & T. Co.'s Fifth Division, which included the states of Ohio, Indiana, Illinois, Michigan, Wisconsin, Minnesota, Iowa, North and South Dakota. He remained in the west a year and he then was recalled to take the superintendency of his company's Third Division which comprised all of New England.

In 1904 he entered the service of the New York Telephone Company as superintendent of buildings and supplies.

On January 1, 1908, he became general contract agent. In the same year his company took over the New York and New Jersey Telephone Company and five Bell companies in up-state New York. His title then was changed to general commercial superintendent. He remained in this position until December, 1919, when he was elected vice president in charge of public relations and commercial work. In August, 1923, Mr. McCulloh was elevated to the position of operating vice president of the telephone company, and on September 24, 1924, he was elected president.



JAMES S. McCULLOH
Recently elected President of the
New York Telephone
Company.



John F. Thomas,
Disbursements
Division, Ac-
counting Depart-
ment, 36 Sales of
A. T. & T. Stock.

**A \$10,000 MAN AND
ADDITIONS TO
TEN CLUB**



Kenneth J. Muir,
Disbursements
Division, Ac-
counting Depart-
ment, 20 sales.



**Miss
Margaret
O'Brien,**
Hyde Park
Super-
visor, 10
sales.



**A \$10,000 SALESMAN
R. V. Gossett, Randolph
Office Repairman,
102 shares.**



**Louis C.
Baske,**
Disburse-
ments
Division,
Account-
ing De-
partment,
25 sales.



**E. W. Stubbs, Stewart District
Traffic Superintendent,
50 sales.**



**Miss Florence Corrigan, Health
Department, 16 sales.**



**J. J. Bickel, Beverly District
Traffic Superintendent,
20 sales.**



**L. A. Goding, Central Office In-
staller, Chicago Plant De-
partment, 11 sales.**



**Miss Esther K. Gay, Revenue Divi-
sion, Accounting Depart-
ment, 16 sales.**



**Miss Mary King, Victory Senior
Supervisor, 10 sales.**

BAFFLING WINTER'S WINDS

Warm, Woolly and Rich in Colors These Sweaters Are Armors Against the Rawest Winds

SWEATERS, two, we show this month because the days are getting shorter and somehow there seems to be more time to spend on oneself during the long evenings of late fall and winter. Besides, the days are getting colder, too, and a warm clingy sweater will feel mighty comfy when there's the prospect of a cold walk to work.

Of fashionable design and intriguing colors is the sweater called the Vivian. From the roll of its knitted collar, that has all of the grace of a gypsy kerchief, to the edge of its turned back cuffs this sweater has style.

Buttercup shade of Prospect radiant crêpe is the dominant color. It takes nine balls of this and three balls of white Prospect radiant crêpe. No. 5 knitting needles are used, and the pattern is: First row—Knit seven, purl one until end of row. Second row—Purl seven, knit one until end of row.

BACK—With Buttercup cast on 95 sts. K. 15 ribs. Change to White and work patterns for 18 rows. Change to Buttercup and work pattern for 12 inches. Now bind off 7 sts. at each end, decrease 1 st. at each end every other row 6 times. Work 4 inches even. Then work 22 sts. on a stitchholder, bind off 25 sts. for back of neck and on remaining 22 sts. start front.

FRONT—Work pattern, and decrease 1 st. towards front every other row twice. Work 1 inch even. Then increase 1 st. toward front every other row 3 times. Cast on 2 sts. towards front every other row twice. Work other side to correspond. Cast on 15 sts. towards front and join. Work pattern until armhole measures 4 inches from shoulder, then increase 1 st. at each end every other row 6 times. Now cast on 7 sts. at each end. Work front same as back.

SLEEVE—Cast on 36 sts. Work pattern and cast on 3 sts. at beginning of each row, until 70 sts. are on needle. Work 3 inches, then decrease 1 st. at each end every 2 inches 5 times. Work until sleeve measures 17 inches or desired length. Now decrease to 45 sts. by knitting the 3rd and 4th sts. together. Change to White and K. 2, P. 2 for 2 inches. Now with wrong side towards you start pattern. Work for 2 inches,



COLORS GAY AND SIMPLE STYLES

Straight, beltless sweaters hold the field for this winter. The Vivian, at the left, is an intriguing garment which strikes the note of smart novelty and design. At the right—a unique slip-on, made in three tones and called the Winifred.

bow tie give it a chic, business air.

The materials needed are four balls of spring green, three balls of white and one ball of Buttercup Prospect radiant Shetland yarn. A pair of No. 7 knitting needles is used. The pattern is knit one row, purl one row.

BACK—With Spring Green (double yarn) cast on 80 sts. and K. 2 sts.—P. 2 sts. for 10 rows. Next row with Spring Green (single yarn) K. 1 row, P. 1 row for 8 rows. Next row * K. 4 sts. Spring Green—4 sts. White *. Repeat from * to * for 4 rows.

Then * K. 4 sts. White—4 sts. Buttercup *. Repeat from * to * for 4 rows. Next with White K. in pattern for 50 rows. Then * K. 4 sts. Buttercup—4 sts. White *. Repeat from * to * for 4 rows. Next * K. 4 sts. White—4 sts. Spring Green *. Repeat from * to * for 4 rows. Then with Spring Green K. in pattern for 2 rows. Next row cast on 50 sts. for each sleeve and K. 30 rows. Next row * K. 70 sts. in pattern—the next 40 sts. K. of double yarn in pattern of K. 2, p. 2—K. next 70 sts. in pattern *. Repeat from * to * for 9 rows. Next K. 70 sts in pattern—10 sts. double yarn in K. 2, p. 2 (this is for border at neck edge) and bind off the next 20 sts. for neck. Put one-half on separate needle.

FRONT—Keeping a border of 10 sts. double of K. 2, P. 2 at neck edge, K. 14 rows. Pick up other side and K. the same.

(Continued on page 45)

Careful Washing Will Insure Greater Beauty

Directions: Before washing, lay knitted garment flat on table and measure length, width, back, front, underarms, etc., so that garment may again be shaped to original size. Into a washbowl, put two tablespoonfuls of soap flakes, add hot water, then cold, to make suds lukewarm. Squeeze suds gently through the soiled parts. Rinse in three lukewarm waters. Do not rub, twist or lift above water. Dry flat over absorbent cloth, in even temperature away from sun or steam and out of wind or cold. Before quite dry, shape to measurements taken before washing.

CASTLES IN THE AIR.

By May T. Dewhurst

"HERE'S the BELL TELEPHONE NEWS, Mother," said Mary, as she entered the door. "I've been reading it all the way home. There is a lot in it you'll want to read."

"Of course, there is! You know I read it from cover to cover and I'm always glad when the first of the month comes."

"It's lucky there's something to make you glad when all the bills pile in," said Tom as he looked over the mail.

"I don't mind bills," laughed mother, "as long as you children can pay them. In fact I rather like to think of how much we've got for our money,—a good home with light and heat and food and a telephone."

"And clothes," added Katie.

"Well we always pay for those as we go along, so we don't get a bill."

"Oh, mother, you'll like this piece about making your own clothes. They can't tell us much about home dressmaking, can they? But it will be a good thing for a good many of the girls. Just see what a pretty dress this girl has on!"

"Yes, how neat and stylish that is, and it can't take long to make it. Some of the fashions are real sensible now and take so little material."

"It says it only took two yards and a quarter for that."

"It's funny," said Katie, "how the new dresses and hats fit into the autumn landscape. There are such lovely browns and yellows and reds—just like the country. I'm going to color this magazine cover. I've got some paints and I know just how pretty those pumpkin and yellow corn stacks look."

"Those are 'some pumpkins'!" said Tom, looking over her shoulder.

"Well," said mother, "it's lucky I've made you a pumpkin pie to-day. I hope it is good enough to go with the picture."

A little later when the pie was put to the test, Tom remarked, "It's all right to talk about landscapes and dresses, but for solid enjoyment give me a supper like this. Corn fritters made from the last ears of corn, baked stuffed tomatoes, and apples baked till they are covered in pink jelly—and then this pie."

"I never liked pumpkin pie till I ate yours," said Katie. "Most people make them dry and hard. This is creamy and it tastes so good with the cinnamon flavor."

"I don't use too much pumpkin and I use more eggs and good rich milk. It costs more, but tastes better, and you want to have nice rich pastry for it."

After the dishes were put away, Mary and her mother got out their sewing and Katie began her painting, but Tom who was looking over his copy of the NEWS turned to the back cover and said, "My favorite picture is 'Keeping the telephone alive.' There's some action in that! That's the way my men go at things. They are all 'live wires,' I can tell you, and they keep the old telephone lines alive, too."

"That picture makes my pumpkin picture look rather tame," sighed Katie.

"Well," said mother reassuringly. "We have to have both sides. Tom's boys are not always out in storms and they do have time to enjoy pumpkin pie and corn bread some times, don't they, Tommy?"

"You bet they do!" said Tom. "Funny, isn't it, how we depend on the farmers and they depend on us. We're pretty well mixed up in this world."

"Yes, 'workers together,'" said mother, and as she spoke John Crane and his mother appeared at the door.

"Looks like a busy evening here!" said Mrs. Crane. "I hope

I don't interfere, but I just couldn't help telling you that my nice tenant has gone and I have an empty apartment on my hands."

"Mother thinks you may know of some one who wants a nice place like ours," said John.

"Why don't you advertise in the WEEKLY SUPPLEMENT?" asked Mother. "I often see attractive advertisements in that."

Mary laughed as she said, "Why, John can't use *our* paper. He doesn't work for the company."

"He works pretty hard for one of the company. She certainly is a boss, all right," rejoined Tom.

"Oh, Mrs. Crane! I've just thought of something! If you don't ask *too* much for your place maybe mother can take it. You know we are looking for a home this fall."

"Why, Katie, aren't we stupid! I believe it would be just the thing," said mother eagerly. "Then you will be near us and Mrs. Crane would like to have some one like your mother near her."

"And I could have some one to go with me to the Millers' some times," laughed John.

Tom didn't look happy and Mother, always sensitive to her children's moods, said, "I shall not agree to Katie's going to live anywhere else unless she promises to come here half the time at least. That is one reason I like the idea of renting a place so near us. And then if she ever gets that 'hope chest' full, her mother won't be quite so lonesome to be left in Mrs. Crane's apartment."

"I guess it will be easy to keep my promise about coming here," said Katie with the glint of a tear in her pretty brown eyes. "This has been my home for a good while, you know."

"It looks to me," said John, "as if Katie is going to be pretty well fixed. She'll have three homes before long. I can see by the look in Tom's eye that he's got a 'buy your own home' scheme on the brain."

"I hope Tommy does look forward to owning his home," said Mother. "Of course it all depends on when he gets married. If he and Katie wait a year or two they can save for it and have enough to begin on. And I think an object in view like that makes it easier to save."

"Or they could take a little apartment for a while," suggested Mrs. Crane. "Then they won't need to buy much furniture, for in an apartment you usually find a stove, ice box and bathroom fittings and often a side board, and maybe, bookcases. If you buy a house you have to furnish throughout."

"Yes, but such places cost a lot, and I'd rather pay interest on money than to pay rent," said Tom. "I can build some of those things like bookcases and sideboards. The only trouble is you have to go out so far to get land that you can afford to build on."

"I wonder if Mr. Wilson would know about lots. He is a real estate man, isn't he?" asked Mother.

"Yes, only he's 'way up. His agents sell the lots for him. He just makes big deals."

"Well, he'd know a good deal about property and what is safe to buy. We common folks sometimes make mistakes just because we don't ask advice of some one who makes a study of these things."

"Well," said Tom, "I'll talk it over with him some time, but I've been looking at a picture in this magazine of a house I'd like to build."

"Gracious, Tom," exclaimed Mary, "you act as if you were a millionaire! That house is awfully stylish."

"Yes, but you see it is the kind you can build in sections if you want to. We could have the three rooms at the right and later put on the living room and porch."

"Well," said John, "I believe I'd rather borrow more money and build the whole thing so you won't have to change the roof. You needn't furnish the living room for a while."

"But that is the nicest room because it has the fire place."

"Yes, Mary," said mother. "But it takes money to buy wood for fire places in the city."

"Well," said Katie. "We'll have lots of wood left over from the house."

"But this house," said Tom, "is made of concrete blocks covered with stucco. If I could, I would have a tile roof so it would really be fire proof."

"Asbestos shingles are just as good, aren't they," asked John.

"But a stuccoed concrete house would cost more, Tommy, wouldn't it," asked mother.

"About four per cent more than a frame house. Of course it is fire proof as far as fire from the outside is concerned and it wouldn't have to be painted every few years."

"Won't stucco crack when cold weather comes?" asked Mrs. Crane. "Seems to me I have seen some of those bungalows with a big crack."

"No, not stucco on concrete. Being of the same material it can't shrink or sag."

"After talking of houses I suppose Katie won't like our apartment," said Mrs. Crane.

"Oh, we're only talking now," laughed Katie. "It's a 'castle in the air,' you know. We'll have to wait till we are both pioneers before we have money for this."

"Don't be too sure, old lady," said Tom. "Concrete is rather heavy for a 'castle in the air.' I intend to have this on the earth before I get my pension."

"Oh, come on, now," said John, "we've talked enough! Let's go over and see if Katie wants to take our flat. Come on, Mrs. Miller, you and mother and Mary can go with me in the car and Tom and Katie can walk and I'll go back and pick them up."

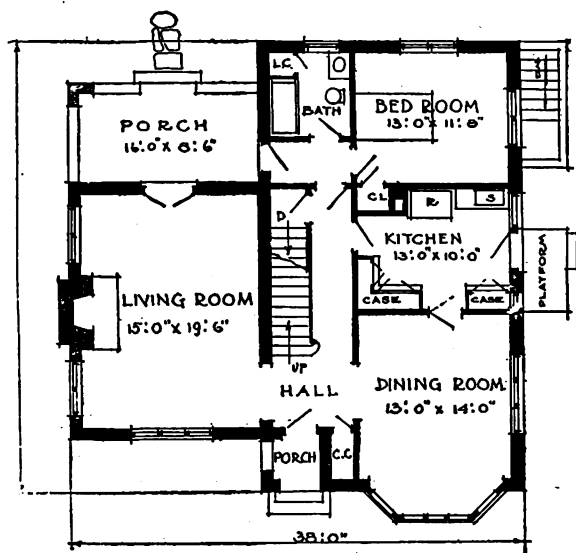
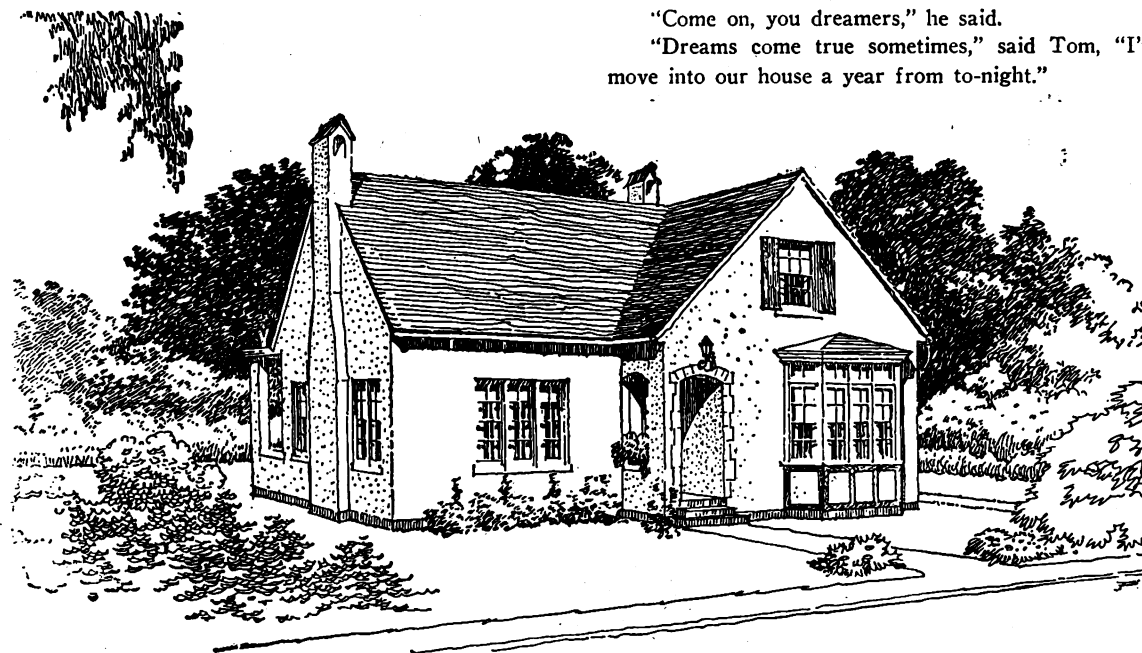
"No, you needn't," said Katie, "we'll walk."

"Not on your life," laughed John. "I want you to see the place and with the moon like this, I don't believe you and Tom would get there at all. I bet you'd get so sentimental over that little stucco villa that you wouldn't be able to come down to earth and consider our humble dwelling at all."

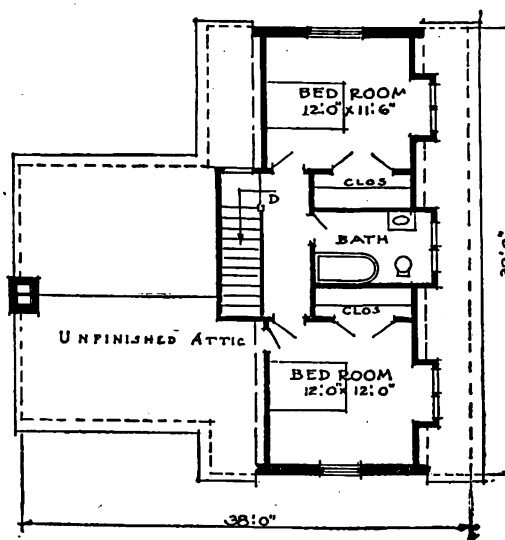
And John was right, for the October moon was full of witchery and the thought of a little home of their own taking shape in concrete form drew the two lovers close together as they walked out into the beautiful fall night, and it seemed as if John had purposely speeded to get back so soon to pick them up.

"Come on, you dreamers," he said.

"Dreams come true sometimes," said Tom, "I've decided to move into our house a year from to-night."

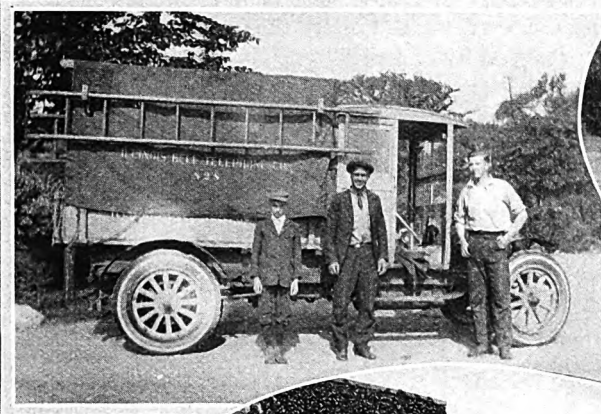
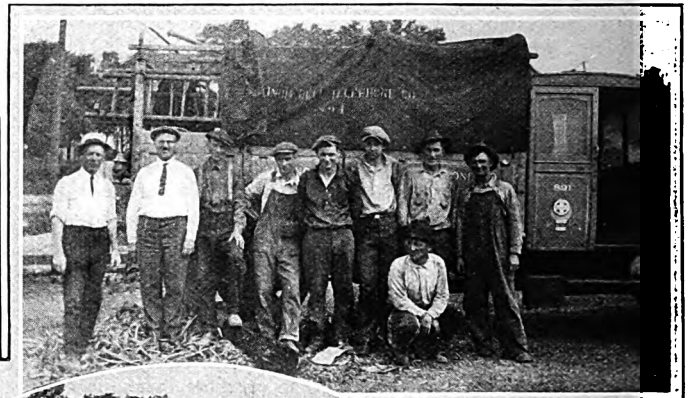
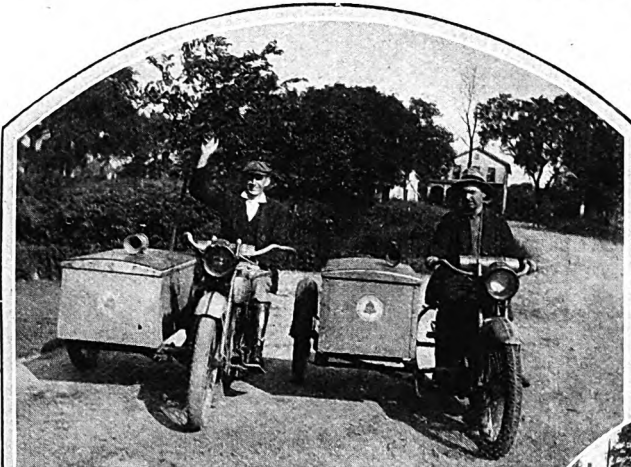


FIRST FLOOR PLAN



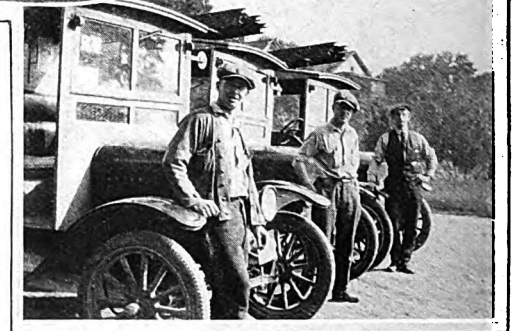
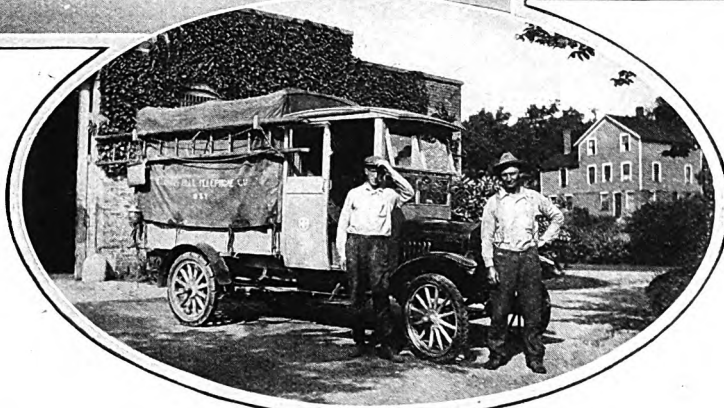
SECOND FLOOR PLAN

MEN AND MOTORS AT AURORA



The Construction Department is represented by Henry Weichsel, Henry Lamson, Fred Berthold, George Weichsel, James Verna Berthold, Jr., Charles Shirk and Albert Becker. John Slayton is sitting.

At left—H. H. Lamson, Plant Chief.



A trio of Repairmen—Bill Robbie, John Host and C. Hills.

Beginning with the picture at the upper left and looking down we find: C. Seymour and Herbert Somerville and their trusty motorcycles. Fred Friewald, Jr., a Cable Splicer to be; Fred Friewald, Splicer; David Ochenschlager, Helper. Aurora's drop truck and her two Becks, Al Beck and Al Beckner

Beware The Wire Kite String

ANOTHER bad hazard was uncovered in connection with the building of radio sets, when it was learned that several children have been seriously injured lately while flying kites with a wire "string". You builders of radio sets should be very careful not to leave any of these spools of wire around where the children might get hold of them, as this wire is very tempting for kite flying. It is light and very strong, and when used for this purpose, it creates a most dangerous hazard as it flies over numerous power lines. We all know from our childhood experiences how often the kites fall to the ground, and even though the wire is very small, it is possible for it to convey enough current, should it fall across a power line, to electrocute the one who is holding the other end. Only recently, a fourteen-year-old girl at Ashland, Wis., was seriously burned in this same way. The *Milwaukee Journal* says of this case:

"The current passed in at her jaw and out at her feet. Both the jaw and feet were severely burned. She was rushed to the hospital, where an operation was performed. Current over the city was discontinued for half an hour." So you see, even though small, this wire, if left lying around when building your radio set, might be the means of causing a death. Leave no such things loose. Gather them up and put them in a safe place, or destroy them, and see that no one uses this wire for flying his kite.—*Accident Prevention and Health Betterment Committee.*

The First 100,000 Is the Hardest

IN the city of Chicago, which now has over 727,000 telephones, it was found that the first hundred thousand was the hardest. It took twenty-seven years to get the first hundred thousand subscribers and only two years to get the last hundred thousand.

Accounting Girl Dies

ON Sunday, October 12, at 11 a. m., Priscilla Rosenberg, a clerk in the Accounting Department, Chicago Revenue Division, met with a fatal accident at Troy and Berteau Streets just as she was leaving the Emmanuel Congregational Church. She was struck by an automobile and dragged a considerable distance. From the time she was struck and brought to the Ravenswood Hospital until the time of her death, October 13, at 8:40 p. m., she never regained consciousness.

Funeral services were held October 16 at Bentley's Chapel, 2701 North Clark Street, and at the grave in Oak Ridge Cemetery. J. R. Flanagan, head clerk of the Addressograph Section, and several co-workers attended the funeral.

Priscilla Rosenberg's sudden death was a shock to her many friends in the office. Because of her charming personality and efficient work, Miss Rosenberg is greatly missed by all her associates.



PRISCILLA ROSENBERG

Death Takes Wabash Operator

MISS JULIA LYNCH, Wabash operator, died at her home after a short illness on August 15. Funeral services were held at her late home and at St. Bridget's Church. Interment followed at Mt. Olivet Cemetery. The funeral services were attended by Miss Kathryn Powers, Wabash chief operator; Miss Ethel Kooms, visiting supervisor, and Miss Agnes O'Connor, operator.

Miss Lynch entered the employ of the company on April 12, 1915, and was assigned to Wabash Office as an operator which position she held at the time of her death. During her nine years at Wabash Miss Lynch made many friends who will long remember her cheerfulness and pleasant personality.



MISS JULIA LYNCH
Wabash Operator—sitting—
who died on August 15.

Association to "Sell" Telephone to Englishmen

"MAKERS of telephone apparatus in England," says a recent London dispatch to the *Wall Street Journal*, "have decided to boost the telephone business by using American publicity methods. They have formed the Telephone Development Association for this purpose and are carrying on a publicity campaign in the press and by moving pictures." The article estimates that in five years Great Britain is to install 3,000,000 telephones, if the movement launched by the telephone equipment manufacturers in England produces results.

This movement has also been the subject of some favorable comment in the British press. *The Electrician*, of London, for example, in an editorial published last March, compared telephone

development in Great Britain with that in the United States, and remarked that "there is plenty of leeway to be made up." The editorial, however, asserted that "little or nothing is being done" to make the English people use more telephones, and added: "We are glad to learn that endeavors may shortly be made to enable this to be done," possibly "by means of a special Telephone Development Association. We welcome the idea and wish it every success." *The Electrician* continued: "It is another step towards making electricity a habit, which is heartily to be commended."

In a speech reported in the *London Daily Telegraph* at about the same time, a well known English telephone expert commented on the fact that "in America the policy of advertising the telephone has been greatly developed," and expressed the opinion that "it would probably have paid the British Post Office to have expended £10,000 yearly in that way in order to bring before the public facts connected with the service which could not be given to them in any other way."

A Drop of Solder

THERE is an old desert legend of rare beauty which recites that a traveller on reaching an oasis and stooping to drink never consumes all of the precious fluid, but pours a few drops on the sand so they will refresh the spring.

Such thoughtfulness is the highest type of service. It breathes that supreme spirit that should actuate mankind—the spirit of brotherhood. It has a twofold function: that of assuaging the thirst of the next traveller, and, perhaps, should the first traveller return, insure him relief again. It is not only unselfish, but protective.

Some will say it is a far cry from the drops of water poured out to replenish a desert spring to a drop of solder placed on a terminal. No difference in the last analysis when we consider them in the spirit of real service. As installers, it is our business not to stall but to serve that others may be served.

The drop of solder placed in a skillful way, with heart and mind on the tip of our iron, may cheat death, inspire hope in a moment of darkness—perhaps the one moment in a lifetime. The lives of thousands, success or defeat, may hinge on one drop of solder, the spirit behind placing it so that it will function one hundred per cent.

There is as high a type of duty, as great an example of courage, in properly soldering a connection as in leading a million men into battle. We may not receive the plaudits of the street, but it is compelling truth that we will serve in the highest sense, and enjoy that finest of all rewards—the knowledge of duty well done.

Perhaps, also, a drop of solder may make the whole world kin.—G. W. J. JR.—*Western Electric News*.

More Telephone Workers Than Regular Army Men

THERE are three times as many persons employed in the telephone industry in the United States as there are enlisted men in the entire United States Army. There are more than twice as many telephone operators in this country as there are officers and men in the whole United States Navy.

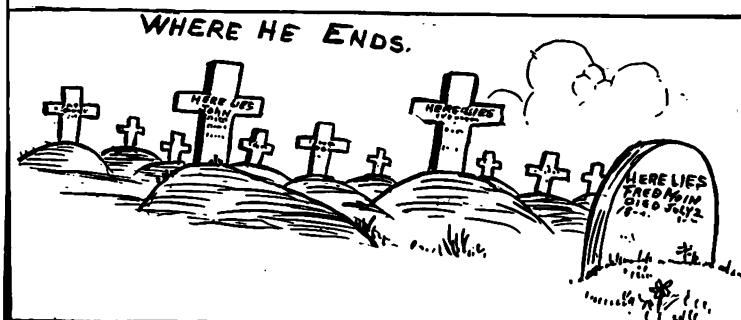
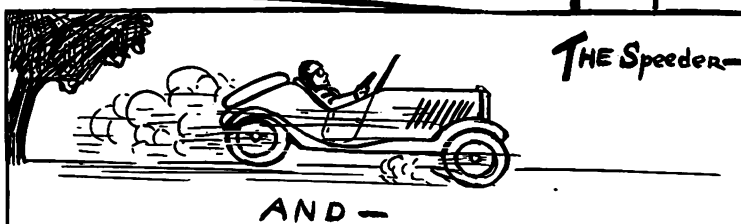
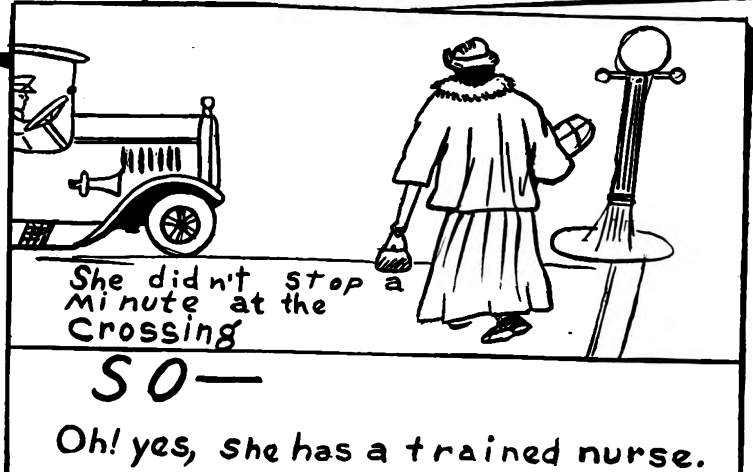
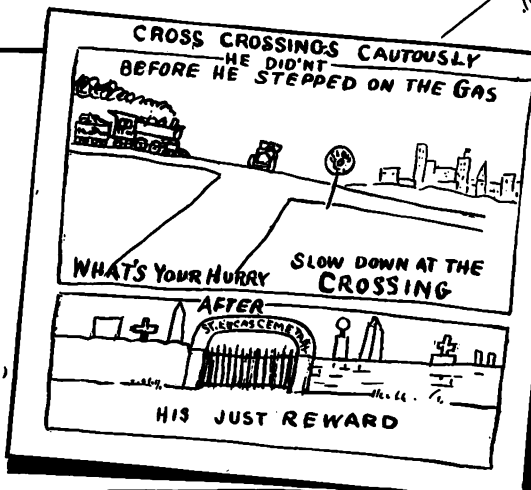
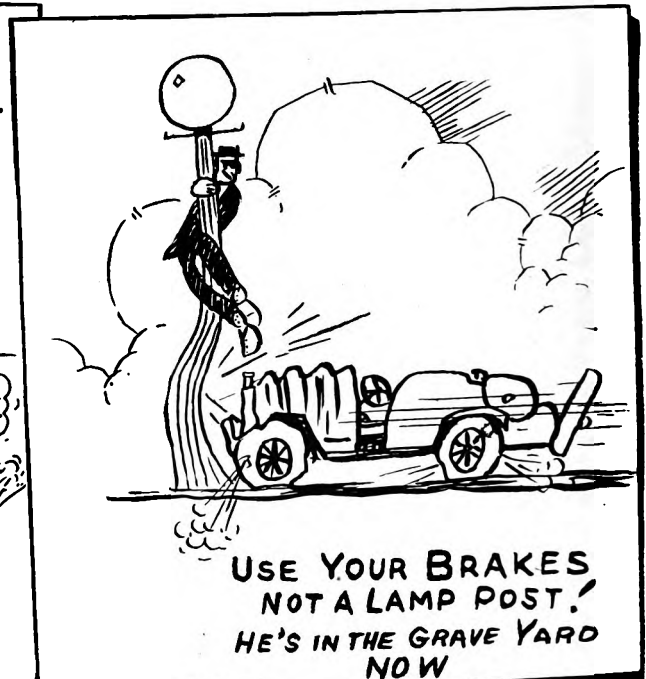
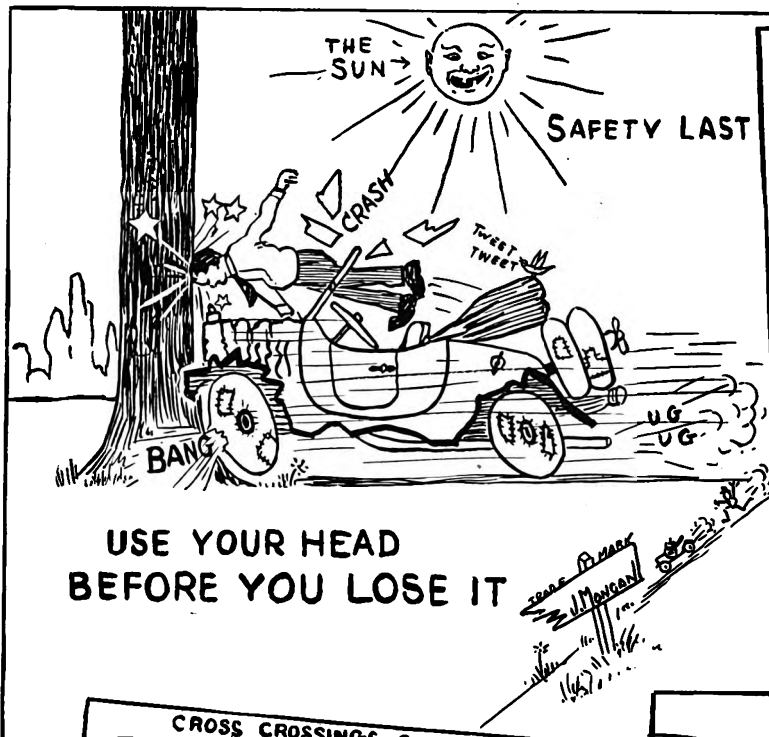
Baffling Winter's Winds

(Continued from page 41)

Cast on 20 sts. and join. K. 10 rows, keeping a border of double yarn same as at back. Discontinue border and knit 20 rows and bind off 50 sts. for each sleeve. Then K. exactly the same as back, using care to match Block pattern.

CUFFS—Pick up sts. around sleeve and reduce to 30 sts. by knitting 2 sts. together, and K. 2, P. 2 for 30 rows and bind off.

FINISHING—Sew up side and sleeve seams.



THESE SAFETY CARTOONS WERE DRAWN BY TELEPHONE CONTINUATION SCHOOL STUDENTS TO ILLUSTRATE THEIR IDEAS ON THE SUBJECT OF SAFETY AND THE AUTOMOBILE

WHAT IS DONE IN THE CASE OF FAILURE OF TRUNKS BETWEEN CENTRAL OFFICES

LATE home comers halt their difficult course through the storm at sight of a small tent pitched in the city street. The wind lays on its lashes of snow while the flimsy walls bend to the uneven combat. Working in the tent and the icy vault below are several men who make hurried repairs to a telephone cable. Water has found a gap in the leaden armor and twelve hundred vital lines of communication are useless until these men can make the needed repairs.

These workers are the shock troops, holding one outpost for the army that guards the telephone service of a city. Many varied steps have been taken before they take their position in the wonderful line of defense.

The operators are first to learn of a failure of trunk lines between offices. The signals do not flash with their usual purpose and conversations stray beyond bounds into senseless confusion. One by one trunks and call circuits fail until hundreds of lines of communication between many offices fall to the attack of the enemy.

The first division into action is the Central Office Maintenance force. As rapidly as trunks or call circuits fail these men receive reports from the operators. They make tests to learn which cable has felt the attack. While these tests are made, the operators begin to set up substitute paths for calls. They reroute the traffic of any groups of trunks when failures prevent the handling of calls over such groups. This is done by the originating operators passing calls through the operators of another office, whose trunk lines to the point of destination are intact. The operators at the intermediate point repeat the numbers called and set up the connections over emergency equipment. This must continue until enough trunk lines are again working to handle the traffic.

The central office men have now learned which cable has failed. They report the cable to headquarters. The Trunk Assignment Unit at once issues orders for the temporary use of spare wires through good cables, to give service for call circuits, important long lines and as many trunks as the number of extra wires will allow.

The Central Locating Bureau, helped by the central office men, makes the delicate electrical measurements which tell, to the foot, just where the cable is defective. Although the fault may be miles from the instruments, these remarkable range finders tell exactly where to lay on the defensive artillery. Reserves of cable splicers are ordered to this break in the line.

While this movement is under way the central office men in many offices are making the temporary wire connections ordered from general headquarters. This work leaves the trunks and call circuits in their usual places on the switchboards, but provides good wires through other cables around the cable in trouble. As fast as these connections are made the operators are notified so service may, in some degree, be restored.

By this time the shock troops have reached the point of conflict. The splicers take the outpost position to which they were sent by headquarters. They pitch their tent, open the underground vault and pump out the water. They find the cable to which they were directed and strip away its lead sheath, including the defective portion which let in the damaging water. They spread apart the thousands of tightly packed wires and by pouring hot wax over them, drive off every particle of moisture in

the form of steam. Tests are made, the lead is replaced and the opening in the sheath is sealed with molten metal.

Many are the trials in this outpost trench. The blizzard numbs the workers with its icy blast. The underground vault is filled with cold water and the filth of the street. The water often flows into the place as rapidly as engines can draw it out, until it seems as though a prairie must be drained before work can go ahead. Ice may be found in the vault of such thickness as to encase the cables themselves. Poisonous gas from leaking mains may be found to endanger life. This gas must be removed by special blowers. The vault reeks with dampness, yet the wires must be dried as effectively as if baked in an oven. There is the ever present danger of handling blistering wax and molten lead in cramped spaces from which there is no escape if these materials get out of hand. The guardian soldiers endure these sufferings and dangers because they believe in the cause and know that the telephone service of a city hangs on the successful outcome.

There are many causes for openings in the cables. The vibration of streets may cause the metal to give away. Stray electrical current from street car rails may eat the armor. A workman's pick may break past the concrete and tile in which the cable is housed and enter the sheath. Once broken, the lead admits water to the central portion of the cable, rendering the insulation useless and causing trouble on all wires within. The enemy's attack is usually in the vault and in reach of the cablemen. Occasionally, however, the injury happens between vaults, in which event the old cable must be removed and a new section connected in its place.

The splicers then call for reserves and a pulling gang and a new section of cable are rushed into action. The splicers cut off the damaged cable at vaults on each side of the injury. The old cable is pulled out and the new pulled in. The thousands of wires are identified by individual tests and tagged, so that each wire at one end of the cable may be spliced to the corresponding wire at the other end. The splicing is done at both vaults and the armor replaced and sealed.

The central office men get orders from headquarters to remove the temporary wiring and reconnect the trunks and call circuits. They now restore the original wiring and place the lines in service over the repaired cable. The operators are told of the victory and service passes over the wires as before.

A failure of trunks happens only when all precautionary measures have proven unavailing. The great army which stands guard over telephone service includes the chemist and engineer who pattern the cable and plan its location to withstand the ordinary hazards of service. This army includes the men who build vaults and conduit and connect the cable so that every wire is good and every leaden joint is tight. It numbers the men in factory and storeroom who furnish the cable and keep supplies on hand. It counts the sentries who inspect the vaults and the electrolysis engineers who hunt out and kill stray currents that pass through the earth and eat away the cable. All these and others make up the tireless army, most of whom are working to prevent trouble rather than to repair it after damage has been done.

The occasional failure is an accident which the telephone army must be prepared, day or night, to meet. The situation is a crisis which must be handled with intelligence and speed. Every step in handling the emergency is planned in advance so that all forces may move at once to a common objective. Their efforts are coördinated to a degree not exceeded in a conflict of arms.

This army wins its battles with so little show that only the occasional passerby sees its advance and he does not know the importance of its movements or the magnitude and cost of the victories it wins.



"A GOOD TIME WAS HAD"



Upper left—Ask the Misses Pierart, Marie and Elizabeth Fitzgerald, Madsen and Waisbecker, if the baby doll party at Lincoln Office wasn't a heap of fun.

Upper right—This picture was taken at a shower given in honor of Miss Josephine Welsh, Wabash Office Supervisor, at the Sherman Park Field House, Fifty-second Street and Racine Avenue.

Lower left—At the shower for Miss Welsh a mock wedding was given with—Top row—The Misses Hennelly, Wojdyski, Dwyer, Olson, Smejkal, Van Helsdingen, Boggiano, Mansell, Zelsdorf and Devery; center sitting—Semmerling, Welsh and Crosby; bottom row—Hudak, Skurdanis, Crosby and Burns, as the chief participants.

A picture of the baby doll party given by the Belmont Office girls at the home of Miss Van Slorten.

No Swapping Back

DID you ever make a trade and then wish you could swap back? No? Well, if you haven't had this experience and don't care to have it, you had better cut out taking chances. Many a fellow who swapped his safety and took a chance, wishes he could put it back.

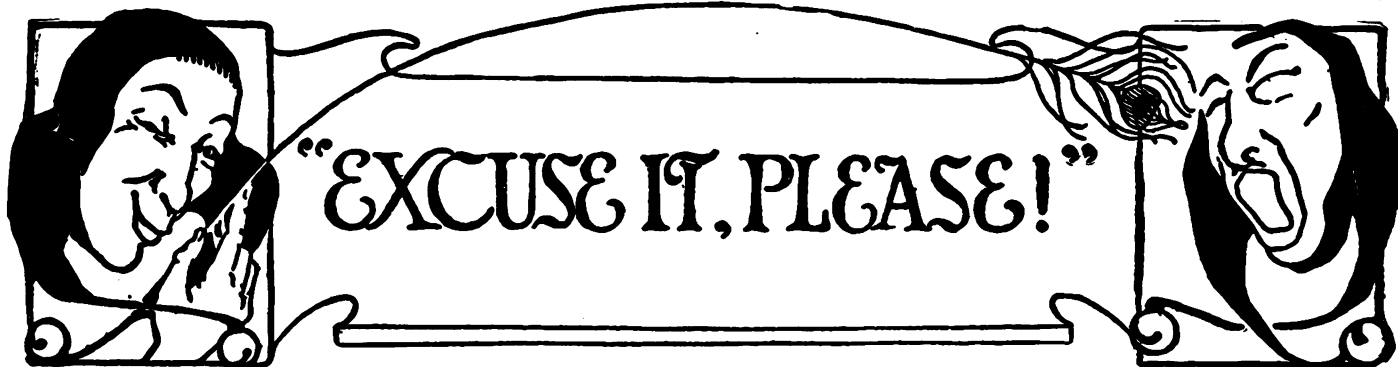
Most all of us have been guilty of this offense of taking chances, and have gotten away with it, but, some day if we continue, we are going to lose.

We have proof of this fact every month right here in our organization. Only recently, one of our employees decided to take a chance and grease a drive chain on a running winch, as he had often done before. His hand was caught in the chain, drawn into the sprocket wheel and three fingers cut off. No doubt this man wishes he could swap back the chance he took for the fingers

he lost, but fate is against him.

This is a positive proof that a great majority of our accidents are attributable to the failure to exercise reasonable caution, which, by the way, reminds us of a story we saw in *Telephone Review*, the New York Telephone Company's magazine. Sam became curious about a silently whirring circular saw. He put out a tentative finger to see if the edge was sharp. It was. Explaining later to the foreman just how he lost his finger, he said, "Yassah, Ah just put out mah finger like dis—foh de Lawd's sake! Dere goes an-nudder!"

So don't be like Sam,—don't swap a finger, an eye, a leg, or possibly your life for the sake of curiosity or to save a few minutes time. Cut out taking chances.—*Accident Prevention and Health Betterment Committee.*



Nothing Escapes the War's Curse

The man who ran the elevator of the skyscraper was talking to a passenger.

"The judge certainly did soak him," he said. "He sentenced him to three years and ten days. Now I understand the three years all right; but what the ten days were for I'd like to know?"

"That was the war-tax," said a quiet citizen who got aboard at the tenth floor.—*Pittsburgh Chronicle Telegraph*.



One on the Sarge

An American sergeant in Germany learned that the little town in which he was located had once been the home of Martin Luther. Desiring more information, he asked a German-speaking doughboy to get the facts from some of the residents.

A day or so later the doughboy, writhing in merriment, went to see him.

"By gosh, that's one on you, sarge," he chortled. "That guy Luther you've been asking about? Say, that baby's been dead three hundred years."



Flo: "Oh, Arthur, how pretty the moon is to-night. What do you suppose keeps it from falling?"

Boh: "The beams, I suppose."—*Pepper Box*.



Meeting Competition

A young matron in whom the shopping instinct was strong, asked a German butcher the price of Hamburger steak.

"Twenty-five cents a pound," he replied.

"But," she said, "the price at the corner store is only twelve cents."

"Vell," asked Otto, "vy don't you puy down there?"

"They haven't any," she explained.

"Oh, I see," replied the butcher. "Ven I don't have it, I sell it for ten cents."



Dawn of Knowledge

She: "You told me, before we were married, that you were well off."

He: "I was, but didn't know it."—*Dry Goods Economist*.



What Did He Mean

New Office Boy: "A man called here to thrash you a few moments ago."

Editor: "What did you say to him?"

New Office Boy: "I told him I was sorry you weren't in."
—*Chicago Herald and Examiner*.



A Clean Story

Higgs (reading the advertisements): "Say, what is a guest towel?"

Biggs: "A clean towel."



A Long, Long Time

Conductor: "I've been on this train seven years."

Passenger: "That so? Where did you get on?"



John's Chance to Get Even

Wife (waxing philosophical): "Just to think, John! First, utter drabness, then the working of the sap and finally the gorgeous tree—splendid in its magnitude of gold and crimson gowns! How like our lives!"

Fed-up Husband: "How like, indeed, my dear! You the gorgeous tree and me the sap!"



The Definition

A village is a place where you call central and ask if she has heard yet whether it is a boy or a girl.—*Youngstown Vindicator*.



The Bunged Message

The new boy's boss looked up from a slip of paper on his desk and said:

"Look here, son, I can't make head or tail of this telephone message. What's the good of taking down a message for me if I can't read it afterwards?"

"Well, you see, sir," said the new boy, "the gent's voice was so indistinct."



Named

She: "What would you call a man who hid behind a woman's skirts?"

He: "A magician."—*Banker*.



Desperate Measures

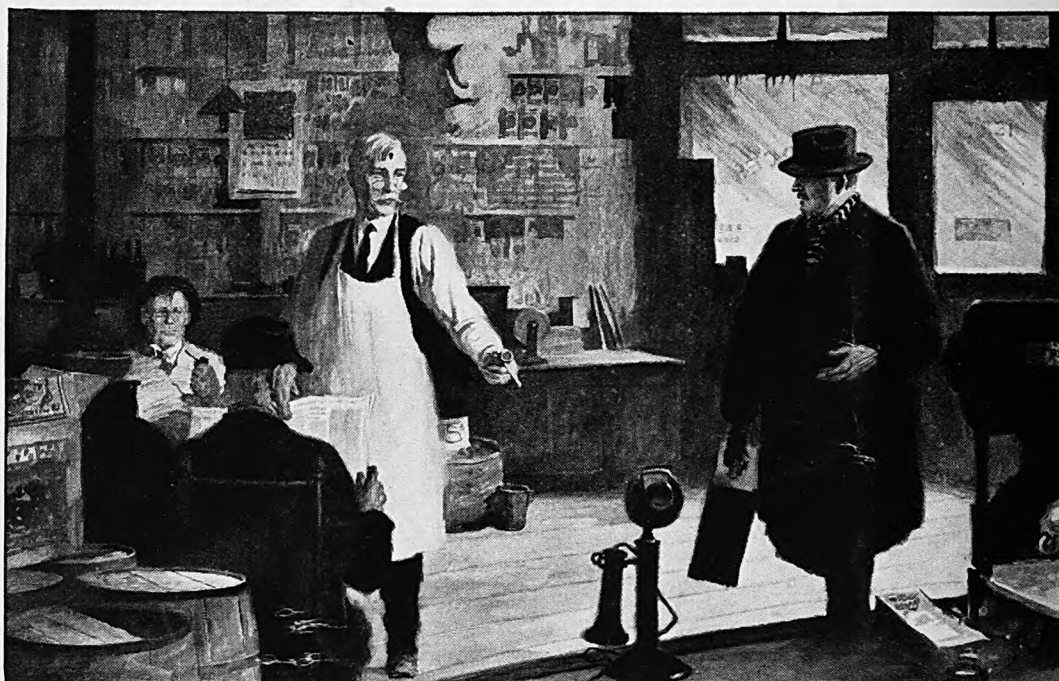
In his announcement on a Sunday morning the vicar regretted that money was not coming in fast enough—but was no pessimist.

"We have tried," he said, "to raise the necessary money in the usual manner. We have tried honestly. Now we are going to see what a bazaar can do."
—*Savannah News*.



FRIGHTFUL PREDICAMENT OF A CORPORATION PRESIDENT
WHO EXPECTS AN IMPORTANT CALL—ONLY TO FIND
THERE IS NOBODY TO ANSWER THE TELEPHONE.

©Life Pub. Co.



The People's Telephone

The telephone knows no favorites. It does the bidding of the country store and of the city bank. It is found in the ranch house kitchen and in the drawing-room of the city mansion. Its wires penetrate the northern forest, stretch across the prairie, are tunneled under city streets.

The telephone knows no favorites. Its service to all the people is of the same high standard—the Bell System standard. Twenty-four hours a day it carries the voices of all. For the benefit of all, the long-distance circuits are kept in tune. Numberless discoveries and improvements devel-

oped by the Bell System have made the telephone more useful for all the people. In America, all can afford the telephone, for Bell System service is the cheapest, as well as the best, in the world.

The telephone knows no favorites. It is not owned in any one locality or by any particular group of men. It is owned by 350,000 stockholders, who represent a cross-section of the thrift of the whole country. The owners of the telephone are those it serves.

In America to-day the 15,000,000 telephones of the Bell System contribute to the security, happiness and efficiency of all the people.



**AMERICAN TELEPHONE AND TELEGRAPH COMPANY
AND ASSOCIATED COMPANIES**

BELL SYSTEM

One Policy, One System, Universal Service

537.05
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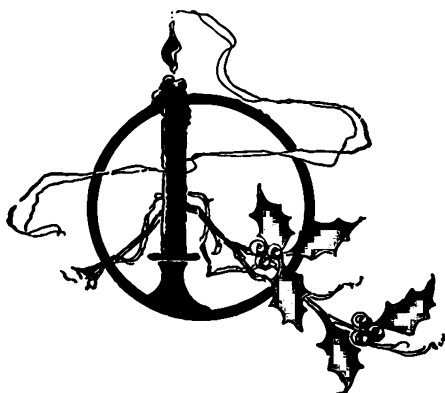
BELL TELEPHONE NEWS



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UNIVERSITY OF ILLINOIS

Merry Christmas!

DECEMBER 1924



What Shall I Give at Christmas?



GIVE Ear to those who cry for crumbs—and heap their homely larder high. For lo! the Joyous Season's here—and Christmas comes!

¶ Give Hands to those who need a guide, nor cast a thought of race or creed, since brotherhood is all worth while at Christmastide.

¶ Give Steps to those who cannot plod on their own errands to and fro above the crisp December sod as others go.

¶ Give Thought to what you best can do to cheer the heart and soothe the mind and make the world seem good and kind to those less fortunate than you.

¶ Give Heed to others and their need. They know; they feel; they have desire! Nor is it what *you* think is best, but rather what *they* most require, that you should give and do and say on Christmas Day.

¶ Give Heart—the heart that beats for all upon this day; the heart that greets the lowly and the high; the heart that grows with sympathy and knows but love for those who pass you by.

¶ Give Joy to all—it may be bread for one, or just a smile, or yet a simple toy, or words of praise or even gold—but give them all and you will give but Joy.

¶ Give Praise to Him, that you have many things; good friends and health, and life's long span. Give praise to Him for all these things and best of all the Brotherhood of Man!

¶ And giving these, you will have given more, by far, than prince or potentate or modern Midas. You will have given that which He was ever giving to the lowly and the poor, comfort and strength and hope and rest and courage and faith—for of these things are the perfect Christmas gifts made.



Christmas, 1924

During the year now drawing to a close the Illinois Bell Telephone Company has handled the largest volume of business in its history. The demand for our service, for the extension of our lines into new areas, and for the increase of facilities in localities already served has continued without interruption throughout the year.

The effects of this large volume of business have been felt in all departments of our organization, but the good teamwork which has prevailed has enabled us to meet the situation and to merit the continued confidence of the public, which is the foundation on which the success of our business rests.

For this coöperation I wish to thank you and to bespeak continued teamwork for the coming year, which promises to be one of greater activity.

It is my privilege, on behalf of the officers, directors and stockholders, to wish you all a Merry Christmas and a Happy New Year.



President.

A NEW INCOME AND EXPENSE RECORD

PERHAPS you have been one of the several thousand employees of the Bell System who have kept annual records during one or more of the past four years of their individual or family income and expenses in account books prepared by the American Telephone and Telegraph Company and distributed to them by their respective companies.

This practice of keeping a book account of income and expenses is spreading very rapidly throughout the United States and is one of the significant phases of the growing interest in thrift on the part of those men and women who have reached the age when they begin to give some thought to a definite plan for their life as a whole as well as their daily living.

In the belief that the experience of the past four years with the old book in the Bell System warranted a more extensive distribution of an improved set of account forms, the Comptroller's Department of the American Telephone and Telegraph Company has prepared something entirely new which promises to serve the needs of every user much more satisfactorily and completely.

Every individual who uses the new book will directly participate in actually making it. The forms are completely drawn up, but the individual builds in his own column headings and literally makes a book of his own. This process will be easy because the first section of the book tells quite clearly with illustrations how it can be done.

The old book had the column headings printed in. Some of them fitted the needs of a family and others suited the individual best. Nobody was entirely satisfied, and one result was that nearly everyone who kept the old book crossed out some of the column headings and substituted headings of his own. In the new book this practice will simply be carried out a little further, the pages will be neater, and every item will express exactly what the user wants to record.

Another advantage of the new book is that it enables its user to keep the simplest conceivable form of a daily record of expenses and do nothing more, or the record can be developed step by step until it includes a budget and all of the other accessories of a full-fledged system of personal accounting.

The final or complete book will be printed on better paper than has been used before.

All of these improvements add to the cost of each copy of the complete book, and in order to justify the additional expense,

a new plan of distribution will be used. In brief this plan is as follows:

Preliminary or experimental samples of the forms will be available for any employee who asks for a copy. These sample forms will be printed on a cheaper grade of paper and will include only sheets for January and February entries. They will be ready for delivery right after Christmas. Any telephone employee may obtain a book by forwarding the coupon accompanying this article, properly filled out, to the editor of the **BELL TELEPHONE NEWS**, 212 West Washington Street, Chicago. Employees located in any of the Main Group of buildings in Chicago may obtain copies of the book by calling at Room 1802, Bell Telephone Building.

While the forms are designed to start the accounts on January 1, if for any reason your copy does not reach you until after that date, it is entirely practicable to begin the accounts at any time.

When you get a sample form you can experiment with it for a few days or for a few weeks and decide for yourself whether you would like to keep it for the whole of the year 1925. If you decide that you would like to do this, the first page includes an application form for the complete book which you should fill out and hand to your immediate supervisor. This should be done before the first of February in order to put the complete book in your hands before you use up the sheets of the experimental form.

Are you going to be one of the thousands of telephone employees who will give this preliminary issue of an income and expense record a personal trial?

New Appointments Made

AMONG the changes and promotions in the organization last month were several in the Suburban Division Commercial Office at Chicago. R. A. Carey has been made supervisor of methods, and C. R. Hickey has taken Mr. Carey's place as chief clerk to the division commercial superintendent. S. W. Fuller now reports to R. C. Luepke, chief commercial agent. L. M. Larson, who has been handling suburban commercial matters in the Chicago City Commercial Office, has been transferred to handle the same work in the Suburban Division Commercial Office, Room 1301, Bell Telephone Building, Chicago.

In the Auditing Section of the Disbursements Division of the Accounting Department, A. L. Simpson has been invested with the title of chief audit clerk in charge of the Audit Unit, reporting to Mr. Mader. L. L. Wilder assumes the title of supervising clerk reporting to Mr. Simpson and supervising the activities of the Ledger and Special Group. H. C. Schumacher and Miss Eleanor C. Roche are head clerks in charge of the Miscellaneous Bills and Bank Audit Groups, respectively. Miss H. F. Webber remains in charge of the General Unit, reporting to Mr. Mader; and Miss Jane Olson serves as head multigraph operator in charge of the Multigraph Group and reports to Miss Webber. This new arrangement provides a more elastic organization, and is much better suited to the work done in the section than was the old one.

A. P. Allen Reads Paper

ALBERT P. ALLEN, commercial engineer of the Illinois Bell, presented a paper before the City Planning Division of the American Society of Civil Engineers in Detroit, October 25. Mr. Allen discussed "The Influence of Zoning on the Design of a Telephone Plant." He treated the subject exhaustively and in very interesting style.

APPLICATION FOR INCOME AND EXPENSE RECORD

Editor **BELL TELEPHONE NEWS**,
212 West Washington Street, Chicago.

Please send me 1925 Preliminary Income and Expense Record.

Employee's Name

Department

Home Address

City or Town.....State.....

Note: This book is intended for two months' trial only. If results are satisfactory and you wish to continue the record for the remainder of the year 1925, a form of application for a permanent book will be found on the cover of the temporary book.

HOW CAN GROWTH AND SATISFACTORY BALANCE SHEETS BOTH BE MAINTAINED?

*Address by A. R. Bone, General Commercial Superintendent,
Illinois Bell Telephone Company, at Annual Convention of
The Illinois Telephone Association, Peoria, November 13.*

WHILE there are almost numberless topics, both important and interesting, any one of which might well be used to-day as a subject, it seems desirable to select that one which is not only of fundamental commercial importance to all of us at all times, but which just at present is forced on our attention by current economic conditions, which we must meet squarely and promptly if we are to continue to operate as sound and satisfactory "going concerns."

That topic, or question, in my opinion is this: How are telephone companies to continue to grow and expand at a rate satisfactory to the public they serve and at the same time continue to produce balances of revenues over expenses which will be satisfactory to the investors in the properties devoted to such public service?

A great deal might be said at this point to prove that both objectives outlined in this question are necessary and must be attained; namely, we must expand, year after year, whether we really wish to or not, and we must therefore continue to produce balance sheets which will make possible a continuous inflow of new capital. But we can well admit these facts of our business and devote our time to answering how and when, rather than why, these two most important things should be done.

Problem is Difficult

The simplest answer to the question is merely that rates, which represent our only source of revenue, must be kept at a sufficiently high level. Such an answer, however, is but a platitude with a strong flavor of bromide; it begs the question and leaves us, in every practical sense, as much in the air as ever. We can admit that rates are controlling, but what we want to know is, how can we proceed from now on so as to insure the receipt of proper revenue promptly when needed and without losing the confidence and cordial coöperation of our subscribers, which we know to be essential to the real success of a modern public utility company? The answer to that, of course, is proper, persistent and perpetual publicity as to the facts of our business. Not altogether by any means printed publicity alone, but all kinds of educational information disseminated by word of mouth to small groups and large groups through all of our employees in all departments. Now then, what are some of the facts, and especially the facts which are not obvious or even easily understood by our patrons? Let us consider them from the viewpoint of the patrons to whom, let us assume, we have just announced that a raise in our rates is necessary and will soon be put into effect. The so-called facts which they will raise for our consideration will probably be something as follows:

"Point 1. The war, we admit, justified your last increase, but it has long since been ended; commodity prices are gradually decreasing; many prices and rates are being lowered, not raised."

"Point 2. Wages, we admit, have not been reduced and we don't think they should be; but, if commodity prices are falling, certainly your costs as a whole must be falling and therefore there can be no justification for higher rates now."

"Point 3. Some utility rates have been reduced instead of raised lately; and if one utility can make reductions they all should be able to do so, in so far as economic considerations are concerned."

"Point 4. You haven't suspended dividends yet, so I guess you don't need any more money in my town; not just yet." (This statement and the erroneous conclusion drawn from it will, of course, be most frequently used in territories where a company is operating many exchanges.)

Must Show Real Facts

The list of "points" and "conclusions" drawn from them by the public we serve could be extended, but it is long enough to serve the purpose. Those enumerated show that we have a real publicity problem to meet and that we now have greater necessity than ever before for explaining the real facts of the telephone business and the true conclusions which they justify. Now what are some of those facts, as seen by those familiar with the actual operation of a telephone company? In general, we will find that the facts are not altogether misstated by our patrons; they do not know all the facts; they do not know the whole story, and therefore, it is their conclusions which are incorrect. Our publicity must be so planned and aimed as to convince them of this final and most important fact.

As we know them to be true from our experience and records, the current facts of our business may be stated as follows:

1. Rates must cover the volume or amount of service supplied as well as the unit cost of such service. Every exchange must grow; most of them have grown very rapidly during the past five years. Primarily, and regardless of current price levels, therefore, the average subscriber is being given a constantly increasing volume of service, in the form of longer average circuits or more messages per day, or both. This obviously will necessitate a gradual increase in average revenue per subscriber in a growing city, even at fixed unit costs. In a flat-rate exchange this can be met only by successive increases in basic rate schedules, or higher rates for apparently similar service classifications. The public fully recognizes this principle—it even demands its application—as applied to two exchanges of different size. All commissions and telephone companies do the same. We must merely explain that the same principle applies at different periods in the life of any one growing city or exchange. In other words, rates must not only be higher in a city like Peoria than in the town of Galena, but when either of them grows to twice the present population and telephone development, present rates, if now adequate, would then without question be very inadequate.

2. The big factor of daily or yearly cost of giving telephone service is the pay roll. Most telephone companies have to use from sixty to seventy cents out of every dollar of revenue to meet this cost. In this respect the telephone business is different from any other utility business and the reason for this is the fact that our product consists chiefly of personal service—while other utilities furnish an impersonal service or commodity. Unless wage scales should be reduced materially—and even our subscribers would hesitate to demand or desire this under present economic conditions—there is comparatively little revenue left out of each dollar received, from which a decrease in rate could possibly be made (as suggested by points 2 and 3 above) or from

which the actual increases in other expenses and annual costs can be paid without an increase in rate, or number of revenue dollars received.

3. Commodity prices of most of the materials and parts making up a telephone plant (cables, pole lines, wire, apparatus, etc.,) did reach a maximum in either 1920 or 1921, although they are still from seventy per cent to one hundred per cent higher than they were in 1914 when the great war started, and much higher than they were in 1918 when it ended.

Average Investment is Higher

But—and this is the big fact which the public does *not* understand and which our publicity must emphasize and explain more fully—the average cost and value of the plant in use per telephone has gone up every year since 1914; it is now higher than ever before; and it must continue to increase, rather than noticeably decrease, for some years to come; this being true even if unit prices of materials continue to fall. However, they have risen slightly during the current year.

This fact seems paradoxical to the public and probably will not at first be accepted as true since it is not true in connection with ordinary retail or wholesale business with which they are more familiar. It is not true of a business having a relatively small fixed investment per customer and a quick turnover of goods bought and soon disposed of at current prices. But it is true of the telephone company, the railroads, and others having large and costly fixed plants. Your books and our books show it is a fact, and its mathematical demonstration is an easy matter.

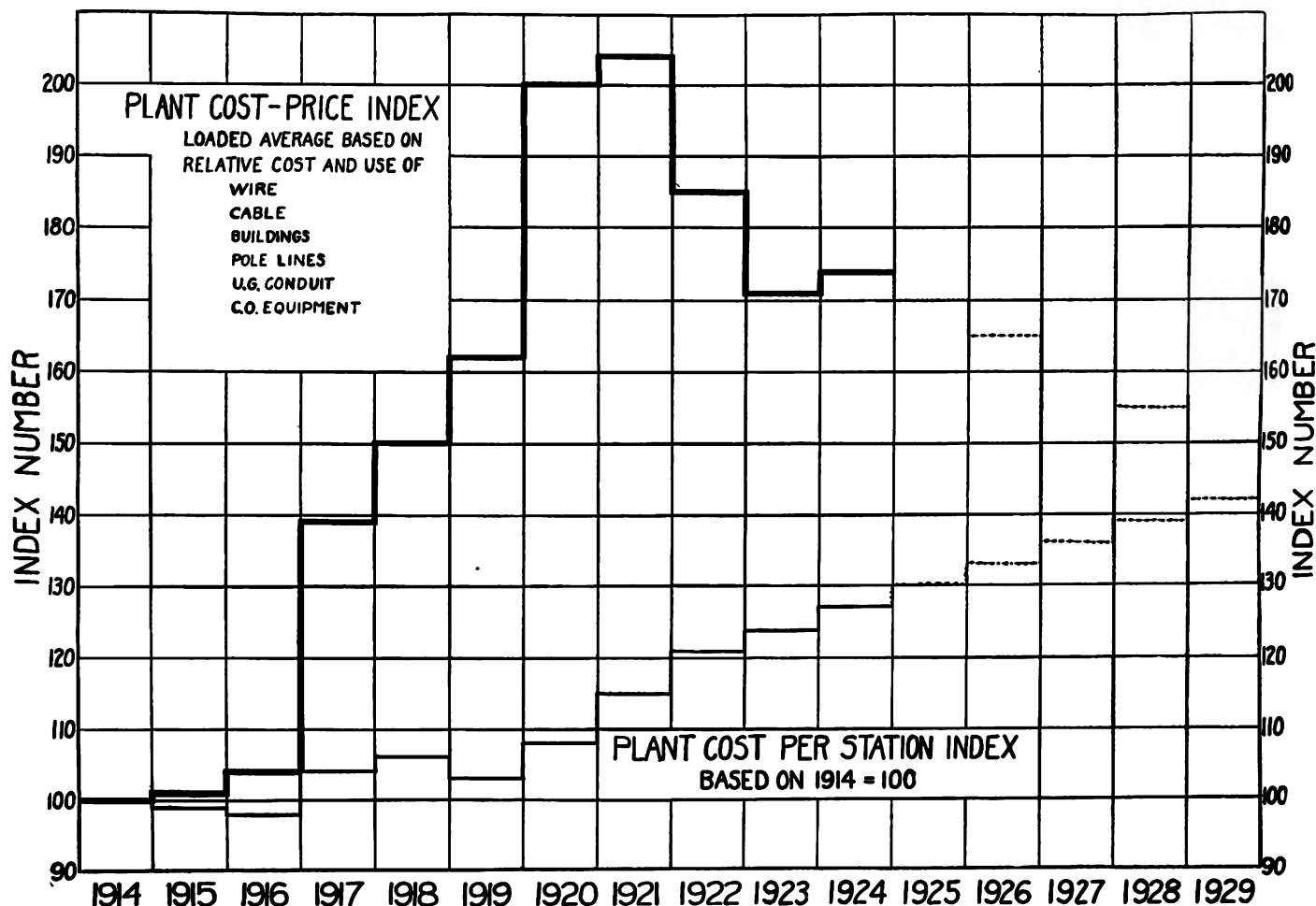
During the war we all spent as little as possible on plant extensions and used our facilities as fully as possible. As a result

(using our large Chicago Exchange as an example) our average investment per station increased only eight per cent up to 1920, which was the year of peak commodity prices. But it has increased more rapidly each year since and now shows an increase of twenty-seven per cent over 1914. And to show that this is not peculiar to city conditions, our average for the entire Suburban Division, covering eight counties around Chicago, is now twenty-six per cent above the figures for 1914; practically the same increase as in the case of Chicago.

Of course, the explanation is that the commodity prices, while on the downward trend and noticeably less than three or four years ago, are still far higher than our present average in use; and therefore any additions at present prices will still further raise the average until the two figures cross again, which, as indicated by the chart, will not occur for some time to come.

The carrying charges of this increased investment as well as the increase in taxes, to which we have all been subjected, will have to be paid out of the thirty or thirty-five cents left of our revenue dollar—after wages are paid. With wages not reduced and other items increased this remainder is too small.

Now as to our point No. 4—"You haven't suspended dividends yet so I guess you don't need any more money in my town; not just yet." It is not true that nothing should be done to equalize and adjust rates in one exchange until the company owning that exchange is in financial straits. Such a plan is economically and financially unsound, which means in the case of a public utility, that it is against the best interests of the public served and to be served by that utility. As a business proposition it is the same as though the management of a department store paid no attention to each separate department, but continued to sell shoes, or



hardware, or hosiery, at a loss until the whole store was in financial trouble. Certainly we should have no difficulty in meeting such an argument in connection with any one situation which develops a local need for increased revenue based on the facts of its present financial standing.

Service Worth More Than it Costs

The fact that the value of our service is still far above any price we have so far asked for it, or are likely to be required to ask for it, is the most comforting fact to our stockholders and to us as managers of their properties. We owe it to the public, and to our professional selves, to produce good service at the lowest adequate rates. But if the facts show that we need higher rates, we need never fear that we cannot secure those rates due to their being above value and therefore impracticable. We must only show our facts and prove our case. As a matter of fact there are a great many companies in the state that have had to reduce or pass dividends or pay them out of surplus set aside for deferred maintenance. These companies can look ahead to the time in the near future when under existing rates there will be no surplus and dividends will have to be suspended.

In this connection let me quote from an opinion of Chairman Prendergast of the Public Service Commission of the State of New York, in a recent rate case:

The provision of the statute regarding the preservation of the property of the company does not refer to its preservation in a physical sense. It means the preservation of its property as a whole, or its corporate interests as a whole.

The preservation of the property means that the company will be empowered to make such charges for its services, as will enable it to carry on its business without the fear of financial embarrassment, make its plans uninterruptedly for the extension and improvement of its business, and preserve and maintain its credit. All of these considerations are subject to the company being allowed a fair rate of return.

It must be remembered that the company can never recover losses that it may sustain in this way, and I hold that it is just as immoral to deprive a public utility of its just returns as it would be to knowingly permit a utility to charge a higher rate than that to which it was entitled, and in that way exact from the public tribute that it should not pay.

One more fact which we must not overlook or fail to state on every occasion is the basic fact of all utility service, that the service itself,—its quality, its adequacy, its dependability,—is the important thing in all places at all times. Such service must first be given and maintained. The rates for such service are then determined on a fair basis, but as an entirely secondary matter, to fully cover the cost for such good service. This is what the public really wants and we should recognize such real demand even through the smoke screens which are so often thrown up to cloud the real issue. Give the service, satisfy the demands of the public. Then calculate your costs, explain your situation by real and effective publicity, and demand fair pay for the goods you deliver—just as every other efficient and able merchant does if he continues in business and keeps pace with the town in which he operates.

With a million and a half subscribers in the state already and hundreds of thousands more who will require service within the near future, this is a difficult thing to do. But we'll have to do it. Through Chambers of Commerce, Rotary, Kiwanis and Lions Clubs, women's clubs and other civic organizations, through merchants' associations, church organizations and employee group meetings we can get our message over if we have all of our own people—not only our presidents and general managers and commercial representatives, but all the clerks and operators and repairmen, installers, linemen and all others—posted and interested and intelligently informed.

Then we can prove our case to all of our customers if we use the right kind of simple statements of the truth of the situation confronting us.

We need to be active ourselves in chambers of commerce—not only in looking for help from the members in connection with our own problems, but in a way to prove that we are coöperators in any sort of a proposition that is in the interest of the public and for the business good of the community.

Then if we have the right sort of contacts it will not be hard for us to get the confidence of those whom we serve and with whom we work for the common good.

Letters From Subscribers Praise Telephone Folk

FOLLOWING a recent commercial survey of the Consumers Company, Chicago, made by F. J. Beseler and F. E. Leonard of the Commercial Survey Bureau, E. F. Reiter, office manager of the subscriber, wrote Vice President Hale to "commend Mr. Beseler and Mr. Leonard highly for the courteous, business-like and thorough manner in which they conducted their survey."

The recent change made in the private wire system of Babcock, Rushton and Company, Chicago and New York brokers, at the suggestion of Mr. Butt and upon which the installation work was completed by R. F. Martin and J. McFarlane, was the cause of a letter of commendation from Henri P. Pulver of the brokerage firm.

Several other letters received from subscribers tell of some courteous action or special service rendered by an operator. "One of your operators was exceedingly courteous and helpful in aiding me when I had called a number many times and had gotten no satisfaction," says Miss Leone Morin, a Chicago subscriber, in a recent letter. Miss Helen Balaban is the Wabash operator referred to.

Miss Isabelle Tracy, Franklin Office supervisor, was the recipient of a box of candy from an appreciative subscriber, Vincent G. Gallagher, a Chicago lawyer, for whom she had obtained a connection to his home in Oak Park. In a letter to the company Mr. Gallagher states, "I feel that such service as Miss Tracy rendered me deserves commendation and goes a long way toward demonstrating the efficiency of the service of your company."

"I have had numerous occasions to ask her aid *** and the very courteous service she has rendered has impelled me to write this letter hoping that she will receive merited recognition," says George B. Forbes, a Chicago and Forest Park subscriber, in a letter praising the service given him by Miss Corinne McDonald, night chief operator at Oak Park Office.

Miss Gertrude Czarnecki, an information operator, was commended in a recent letter from H. Wilkes, Chicago, who refers to her as "courteous, quick and very obliging."

Vail Chapter Now Has Visitation Committee

A T a meeting of the Executive Committee of Vail Chapter held Friday, November 14, a Visitation Committee was created. W. E. Crosley of the Illinois Bell Telephone Company was appointed chairman of the committee and E. A. Webb of the Western Electric Company vice-chairman. The personnel of the committee includes members from each department of the service.

The object of this committee is to keep closely in touch with sick or distressed members in any particular department and report conditions to the chairman, who will, if necessary, detail other members to visit those afflicted, perform whatever service may be necessary, extend the sympathies of the members and make every effort to cheer the patient.

Members wishing to volunteer for this very laudable service, are requested to send in the names, addresses and telephone numbers to the secretary, William J. Maiden, 212 West Washington Street, Chicago, OFF icial 9300, Extension 555.

WITH VAIL AT MORRISTOWN

By H. D. Hocker, Long Lines, New York

Courtesy Long Lines Magazine

ON a grassy knoll in a beautiful cemetery at Parsippany, N. J., stands a monument marking the grave of Theodore Newton Vail. Just across the way is the quaint brick church where as boy and man he attended Sunday school and church. A little farther away, toward the Watchung Mountains, stands the old farmhouse where in boyhood he spent many happy hours at the home of his maternal grandfather, Judge Isaac Quinby. And only a few miles distant lies Morristown, N. J., the scene of his early school days.

The body of the Bell System's former chieftain rests in a peaceful spot among the familiar haunts which claimed his deepest affection through all the days of a life full of achievement in business fields.

Born in Malvern, Ohio, he was brought to Morristown at the age of two and during the impressionable years of youth he learned to love the town as the home he first knew. And well he might, for Morristown is rich in the history that would intrigue a boy's imagination. During the Revolutionary War it was the strategic point used by George Washington as army headquarters from which to direct several major offensives against the British forces. In the stern fortunes of war several enemy spies and a few traitors were "gibbeted in the public square" at Morristown. The house used by Washington as army headquarters remains, a much-visited museum of historical interest.

In Vail's youth, as now, nature was lavish in providing scenic beauty about Morristown. From one direction wooded foothills, resplendent with the change of seasons, broke through the blue haze about the low-lying Watchung Mountains and slid down gently against the outer fringe of dwellings. Stretching away in another direction lay the pastoral scenes of a fertile valley.

With such surroundings nothing was lacking to make it an ideal place for an emotional, energetic boy. We may well imagine that his abiding love for the locality had an even deeper foundation in family tradition. The very history of the locality about Morristown is substantially that of the church, the first settlement being made by a little band of pioneers who found strength in a common religious faith, as did the Pilgrims in New England a few years before them. As early as the year 1708 we find one John Vail, a Quaker preacher, taking an active part in the rigorous life of the time.

Others of the Vail family were closely identified with industrial activities which once flourished in Morristown. In the year 1807, nearly a half century before T. N. Vail's birth, his great uncle, Stephen Vail, bought a large interest in the Speedwell Iron Works, the most important industry at that time. Among the products of the Speedwell Works were portable horsepower machines, paper mill machinery, machine-made horseshoe nails, coffee milling machines for export to South America, tires, axles and locomotive parts for what is now the Baldwin Locomotive Works of Philadelphia. It is interesting to note that the engines for the "Savannah," the first steamship to cross the Atlantic, were manufactured in Speedwell in 1818.

It was in 1847 that T. N. Vail came to Morristown at two years of age, his father having moved from Ohio to become manager of the great Speedwell enterprise. Theodore, or "Doe," as he was called, then began to absorb the traditions and enjoy the associations which were the forces that bound his sentiments to Morristown through all the succeeding years.

Time and again he heard the story of how Alfred Vail, Stephen Vail's son, and Samuel F. B. Morse collaborated in per-

fecting the magnetic telegraph, and of how in 1838, they finally gave the first public demonstration at the Speedwell Works, where "gaping hundreds came to see it work." As a growing boy "Doe" Vail was greatly interested in everything about the Speedwell shops and often busied himself with mechanical jobs that were not beyond his strength and skill. The boy worked in the shops when they were in their industrial heyday, but as a man he lived to see the great glowing forges grow cold and the stout buildings crumble in decay. To-day the site is known as Speedwell Park, a quiet, cool retreat beside the shallow waters of what once was Speedwell Lake, and which furnished some of the power for driving the manufacturing machinery. All that remains to mark the location of the Speedwell Iron Works are the stone foundations of the office, the blacksmith or trip hammer shop, and one brick gable of an old forge shop.

But in Theodore Vail's youth all of this was inspiring. With such a background we are not surprised that his interests ran to science and mechanics. In school he studied chemistry, natural philosophy and astronomy. He read more than the average boy, and we gather that more things forced themselves upon his notice than upon many other lads of his day. Indeed, he hardly knew his dreams from his interests, for they projected the same quality of shadow. For a time he attended public school in Morristown, later at Morris Plains, and at the age of sixteen entered Morristown Academy.

After completing his studies at the academy, he was still undecided as to choice of a life work. At that particular time he had some thought of studying medicine, and secured employment as drug clerk in Smith's Drug Store. By this time the magnetic telegraph was in use and the American Magnetic Company had a telegraph office in the store. The telegraph tradition may have guided his choice at this point. At any rate the young drug clerk learned to read messages by sound, without relying upon the tape method then employed, and after two years in the store he secured a position as telegraph operator with the Western Union Company in New York.

The youth going on this new adventure could not know that he was leaving Morristown for many years, not to live there again until late in life. His family soon moved to Waterloo, Ia., and Theodore went with the rest to live in the new country. Many important chapters were written in his life after that. From teaching school in Waterloo he went to telegraph operating on the Union Pacific Railroad. In his duties as telegraph operator he was not long in making the acquaintance of the railway mail clerks, or "route agents," as they were then called. Believing that the life of a mail clerk would be an advancement over his present position and enable him to come in contact with the world of affairs, Vail lost no time in seeking an appointment. He was soon given an assignment as route agent on the Union Pacific. At this time he began to exhibit the instinct for efficiency and organization which was destined to lead him to great heights in the business world. In a small way the young route agent introduced improvements in the system of mail distribution on his own route, and his innovations proved practical enough to bring him to the notice of officials high in the railway mail service. From then on Vail's advancement was rapid. In seven years he progressed through several intermediate positions to the assistant superintendency of the railway mail service, and finally reached the highest rank, as general superintendent, in President Grant's administration.

At the age of thirty-one Vail now stood on a pinnacle of success that would have satisfied an ordinary man. But he was not satisfied. In his makeup were greater capacities and greater ambitions than had yet been brought out. That he was capable of still greater things was apparent to those who were associated with him in the mail service. One of the latter, Gardiner Hubbard, one time member of the Congressional Postal Committee, was convinced that the young superintendent possessed untested powers, and presently found himself in a position to prove his confidence in Vail's ability. Following the invention of the telephone by Alexander Graham Bell in 1876, Hubbard had become a heavy financial backer when the new "toy" began its struggle to overcome public skepticism as to its practical value. He recognized in Vail the business ability and breadth of vision which, if exercised in behalf of the telephone, might enable it to prevail in the struggle for recognition. Vail, in turn, had great faith in the possibilities of the new invention, and when approached by Hubbard he was not slow in resigning from the mail service to become general manager of the young telephone company.

Here again the old telegraph tradition may have come back through the years to sway his choice to the telephone, a kindred field. Certain it is that his efforts in developing the telephone business through the dark days seemed born of inspiration, and the success which ultimately crowned his labors came only after seemingly insurmountable difficulties had been overcome. The story has already been ably told and it constitutes a record of great responsibilities successfully assumed in one man's life.

But in the midst of achievement and the multitude of responsibilities which continually crowded his mind Vail had many a thought for Morristown, and his boyhood friends there. One of them who is still living is George C. Marsh, retired postmaster of Morristown. Mr. Marsh, kindly reminiscent, recalls an incident which is a tribute to Vail's "homing quality." While still general superintendent of the railway mails, Vail was called to Morristown by the death of a relative. Knowing that he would be able to remain in town for only one night after the funeral, he requested in advance that those of his former schoolmates who found it possible might meet with him for a reunion. Some twenty-five boyhood friends answered the call and assembled with him in a hotel room, where they talked about old times for the better part of the night.

Next morning while walking to the railroad station, Vail confided to Mr. Marsh that it would give him lasting consolation if he could surround himself at Washington with Morristown friends who might not only serve ably in the postal organization, but whose presence would serve to bind his sentiments the more securely to the home town of his youth.

In a few weeks following this conversation, Mr. Marsh received an appointment in the railway mail service and immediately began a period of service which continued for nearly thirty years.

It was characteristic of T. N. Vail that while sentiment

dictated that he choose certain of his aids from among boyhood friends, his selections were always tempered with keen judgment. Besides Mr. Marsh, the only other schoolmate of Vail still living who was called to the postal service is Manuel Johnson of Morristown, and he also served many years in the government organization.

Mr. Johnson remembers "Doe". Vail as a slim, wiry youth who had unbounded energy in work or play, with a spirit of generosity that amounted to a fault. "When the boys wanted to find 'Doe,'" recalls Mr. Johnson, "He was certain to be at one of three places. At the Speedwell shops, at home studying some queer subject that the rest of us didn't know anything about, or at the home of his grandfather, preparing for a foray into the mountains. And those mountains were not rough enough to defeat his efforts, either."

"Sometimes we went rabbit hunting in the thickets close to town and 'Doe,' as a marksman, wasn't any worse than the rest of us." This with a twinkle. "As a matter of fact in those days he had no really outstanding accomplishments, except as a ball player. 'Doe' was really a star at the game, but not having a regularly organized team we didn't appreciate his skill until after he got a reputation out in Iowa as the best baseball player in the state. Among us fellows 'Doe' wasn't what you would call a

leader, but it did seem that everything we did found him taking a large part in putting it over. He was a regular fellow, don't you forget it."

And Vail was still a regular fellow to his Morristown friends after going into the telephone business. On one occasion, at the height of his enthusiasm for the telephone and its value as an investment, he made a special trip from Washington to plead with his Morristown friends to invest in telephone stock as he believed it could make them wealthy. But few followed his advice, not for lack of confidence in his integrity, but for lack of funds. Vail was offering stock at thirty dollars per share, but "even the one or two hundred dollars apiece he asked us to scrape up was a lot of money in those days," confides Mr. Johnson, "and a man having five thousand dollars surplus was considered well-to-do."

In later years as president of the American Telephone and Telegraph Company, Vail found time to visit Morristown more frequently. He took a great delight in appearing, unannounced, at the former home of Grandfather Quinby and drinking from the tin cup hanging by the well at the rear porch. The old Quinby farm house is now part of the William J. Vreeland estate and is occupied by Mrs. Helen Vreeland Grimes, who has lived there for more than thirty years. Mrs. Grimes tells of many visits which Mr. Vail made there in the latter part of his life. It gave him great pleasure to drop in at the only house in the locality which remained substantially the same as he had known it sixty odd years before. The home of his school days in Morristown had all but succumbed to the ravages of time. It was used through the years first as a carriage shed, and then as a repair shop and garage, for which purpose it still serves, almost



THE VAIL MONUMENT
Guarded by the trees of a neighboring glen. This impressive piece of sculpture stands near Parsippany, N. J.

in the last stage of dilapidation. The Morris Plains farm, where he lived for a time and from which he walked the three miles to school in Morristown, still remains as a Vail estate, but due to constant improvements and changes in the property, we are told that Vail in later life could scarcely recognize it as the place where he once lived.

Vail often "ran away from business," taking guests with him on week-end visits to the home of his sister, Mrs. W. S. Applegate, whose farm lies near the Parsippany Presbyterian Church and Cemetery.

Quite frequently, too, he visited at home of his niece, Mrs. A. A. Marsters, and would enjoy luncheon with two or three old acquaintances and indulge in pleasant reminiscences.

Besides buying and improving several tracts of land in and about Morristown, Vail caused to be built a beautiful building which is now used as the Municipal Building of Morristown. While it was being erected there was much speculation as to what it was to be used for. From an account appearing in a local paper at the time we gather that although it was announced that the building was intended as a museum to house Vail's personal collection of historical articles and objects of art, it was also being equipped with what appeared to be public offices. After Vail's death in 1920, Mrs. Marsters followed his wishes, it is believed, in presenting the building to Morristown, the only stipulation being that the town purchase the ground upon which it stood. It is now known as the Theodore N. Vail Memorial Building.

Thus, as one of the last acts of his life, Vail lavished his means upon the place where, from boyhood to manhood, he had lavished his affection, and where he had won the hearts of all whose lives touched his at any point.

Personnel of Vail Chapter Committees Announced

At a recent meeting of the Executive Committee of Vail Chapter, Pioneers of America, the following committees were appointed:

Auditing Committee

A. H. Huemmer, U. F. Cleveland, chairman, H. E. Loveday

Entertainment Committee

Active Members

H. A. Mott, chairman, Miss Mattie McCormick
Joseph Vranek, vice chairman, Miss Sadie Woods
F. R. Kasperek, Miss A. M. Johnson
W. G. E. Peirce, O. C. Danielson

Associate Members

E. B. Scott, Miss H. M. Cotton
George Hutchinson, Ed S. Holmes
F. Baldwin, John Benz
Charles Barnett, John F. Schnell
Miss Mary Woods, Charles E. Silet
J. W. Wolcott, Miss E. A. Rentzmann
A. G. Kingman, A. L. Shellstrom
J. B. McMillan, Miss M. E. Hayes
Robert Cline, Miss B. V. Pritchard
N. N. White, Miss Mary McGrath
J. B. McLaughlin, Miss Elizabeth O'Brien
J. Luby, Miss Sarah A. Dougherty
V. Lanestrem, William J. Homer
H. W. G. Church, Carl B. St. John

Membership Committee

C. H. Kehnroth, chairman, R. E. Walsh
Miss Mary Reuse, Bertis F. Burns
H. H. Lovell, George Hopf
E. A. Hauser, Miss Gertrude Fries
Mrs. Eva Baldwin

Publicity and Attendance Committee

Verne Ray, chairman, G. W. Mann, vice chairman
(Personnel to be announced later)

Visitation Committee

W. E. Crosley, chairman, E. A. Webb, vice chairman
(Personnel to be announced later)

The first entertainment of the season will be held Wednesday evening, December 17. The entertainment promises to be of worth while character and preparations are being made for a large attendance.

Illinois Bell Takes Over Ottawa and Gibson City Companies

THE property of the United Telephone Company of Ottawa and property of the Gibson Home Telephone Company at Gibson City were purchased by the Illinois Bell Telephone Company on October 1. The property of the Ottawa company consists of Ottawa Exchange with 3,700 stations, Utica Exchange with 404 stations and Harding Exchange with 199 stations. The plant is being operated on a functional basis with the following department heads supervising the work at the three exchanges: F. C. Beem, commercial manager; E. S. Stewart, plant chief and Sadie Colgan, chief operator.

The largest exchange purchased is in the city of Ottawa. Ottawa is an agricultural and manufacturing center having a population of about 12,000, located eighty-five miles southwest of Chicago. A large glass factory is located there, for which \$7,000,000 is now being spent for additional construction. Ninety per cent of the glass sand comes from Ottawa. Other large concerns manufacture brick, building material and farm implements.

There is a very large farmer telephone development of over 1,000 stations in the Ottawa company's territory.

Gibson City Exchange has 744 company stations and forty-six service stations. The plant is being company operated on a non-functional basis under the direct management of J. F. Stephens, manager.

Gibson City is a farming community having a population of 2,500. The largest industry is the canning factory.

There has been no change in the local organization of either of the newly purchased companies and no change in management is contemplated.

Peoria District Commercial Reaches 100 Per Cent in Stock Purchase Plans

THAT the Employees' Stock Purchase Plan is a successful method of saving money is evidenced by the fact that 100 per cent of the commercial employees in the Peoria District who are eligible to purchase stock, are now subscribing.

The Peoria District is composed of eight exchanges, with forty-four commercial employees eligible to subscribe. Mr. Treadway and his associates are to be complimented on this enviable record.



ON HIS TWENTY-FIFTH SERVICE ANNIVERSARY
W. E. Crosley, Manager of the Health Department, celebrated one-fourth century of service in the Bell System on November 13.

"TENTH TO FIRST PLACE IN SIX MONTHS"

Drive Starts to Lift Illinois Bell Employees to Top of Accident Prevention Record

TENTH to first place in six months! What does this mean, and how does it interest Illinois Bell people?

The prevention of accidents, and the suffering which goes with them, is near to the heart of all of our people. For a number of years the Bell Telephone System has been engaged in intensive work to cut down the number of preventable accidents among its employees and this work has borne good fruit. The records of this work are kept for all of the Associated Company groups of employees in the entire system, of which the group of employees of the Illinois Bell Telephone Company is one. Quarterly reports are made as to the standing of these groups, and the Illinois Bell has, until the past few months, stood very high, in fact, it held third place from the top among twenty-five groups.

However, we regret to report that our group has lost its high place and at the time of the last report stood tenth from the

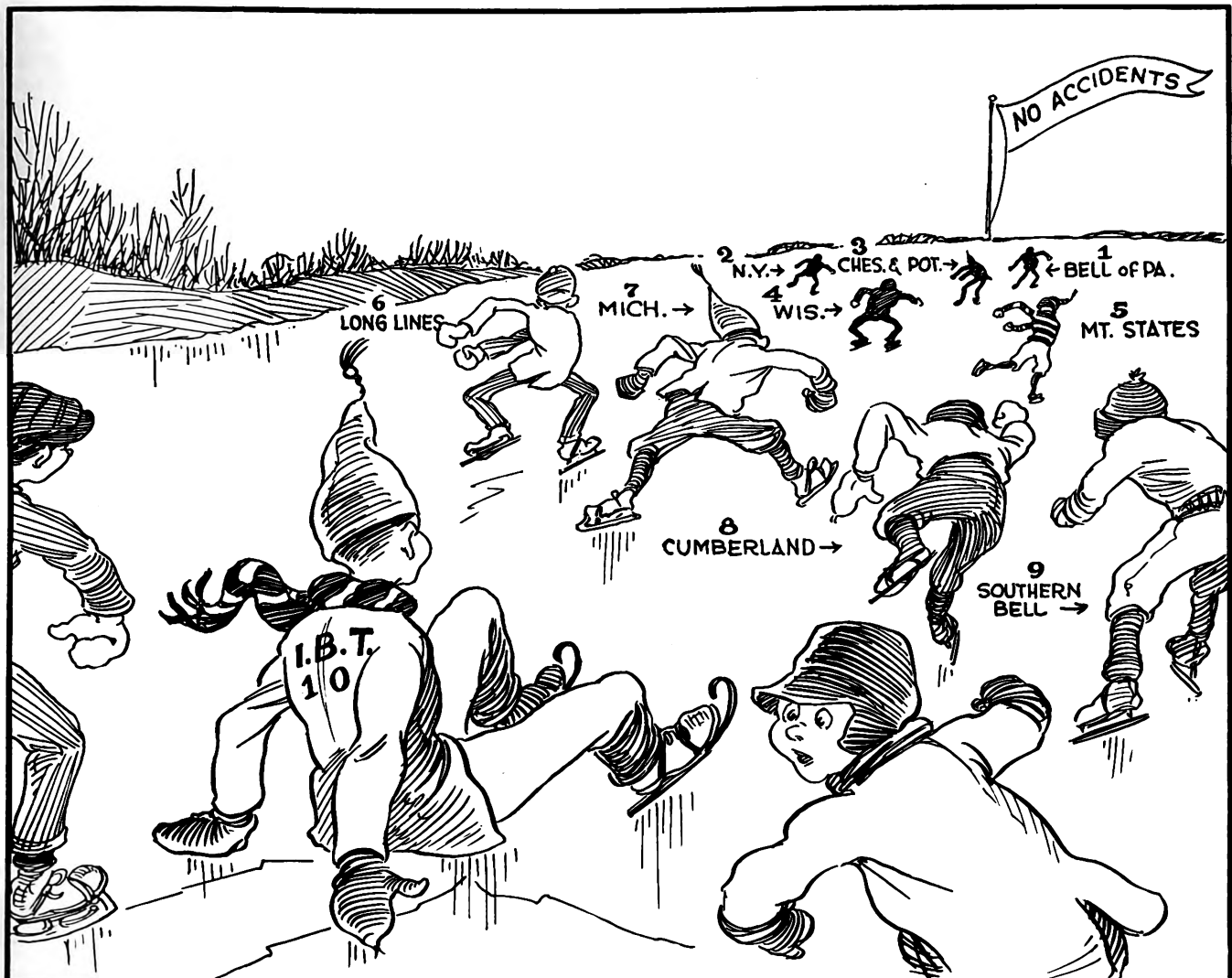
top. This means that there are nine other groups of Bell workers whose records for accident prevention are better than ours.

We believe that this is a condition to which our employees will not submit. Illinois Bell people are traditionally leaders. We usually stand at the top and a strong effort is to be made to bring us to the top in this competition within six months or less, if possible.

In this effort we are in competition with other groups of men and women engaged in the same kind of work as ourselves. They have no advantages whatever over us. The hazards which have to be met (and these are really few) are the same to them as to us. The competition comes down to the simple question, "Are we willing to use the utmost care to avoid all accidents to ourselves and help to prevent accidents to those around us,—to the end that we may reach the top?"

In the lexicon of accident prevention there is no such word as unavoidable. There is really no such thing as accidents that

WHAT HAPPENS WHEN YOU FALL?



THE OTHER FELLOWS PASS YOU

are "bound to happen." Therefore, we have not really done our complete best until we have absolutely eliminated accidents.

Those groups in the Bell System which are ahead of us in this race naturally are going to try to maintain their positions so that we cannot expect to better our rating except by complete co-operation and constant care on the part of all employees. Not only can we expect not to better our rating, but we are likewise liable to fall farther back because those groups which have been behind us are making the same effort to reach the top.

Illinois Bell employees have a proud record in all forms of competition. We have been leaders in amateur athletics, in first aid work, and in many forms of charitable enterprise. This competition is one in which the rewards will be greater than prizes or trophies.

There is no royal road to this goal. Every man and woman, boy and girl in our organization must do his or her part to eliminate needless suffering and sorrow.

It is not necessary for us to paint gruesome pictures of the results of accidents. Everyone knows what it means to lose a limb or an eye, and there is no need to go into details. The thing for each one of us to do is to take care that we keep out of danger ourselves and aid others to do likewise.

Old Poles Are Dangerous

"WE have recently had several accidents that occurred because employees failed to test old poles properly before ascending," said a member of the Accident Prevention and Health Betterment Committee recently. "This class of accidents can be easily reduced by following out the simple instructions issued by the company, and the Safety Bureau is again calling this to the attention of all persons having work to do wherein pole climbing is involved. One important thing along this line which should be watched for is the 'honeycombed' or ant-eaten pole. A thin layer on one side of the outer circumference of the pole shows but very little decay, but the rest of the area is often badly eaten



"WHEN A FELLER NEEDS A FRIEND"

or 'honeycombed' by ants and other insects and from general appearances the pole looks to be solid, but oft-times the least pressure or pull will completely break it off.

"So look out for all old poles; they might not be as safe as they look. Inspect them *all* before ascending, especially so, if you are dismantling. Punching with a bar is not always a sufficient test, neither is the pushing of pole with a pike to see if it is solid, although these tests, if no others are at hand, are far better than no test at all. Of course, the real safe way if all guys and wires are to be removed, is to pike or guy the pole in all directions.

"Being reasonably sure and temporary guying or bracing takes a little time, but it brings a rich reward. Taking chances may take more time.

"Now, think this over before you climb any pole that you are not absolutely sure of."

London Covets Telephones on American Scale

"IF London were in America, and we practiced telephony on the American scale," says a recent article in the *London Evening Standard*, "we should have not 400,000 telephones, but over 1,000,000;" and, in view of this, "the satisfaction with which the Post Office announces that there are now over 400,000 telephones in the London area * * * is just a little comical."

"America has easily outdistanced every other land in the development of this essential utility," the writer in the *Evening Standard* continues, and he adds: "If a comparison could be instituted not merely between numbers, but between the efficiency of the telephone services in Europe and in the United States, the disparity on the scientific and commercial sides, and particularly from the standpoint of the consumer's convenience would be found to be even greater."

In answer to the question, "what is the explanation of this all-round superiority of the telephone in America?" this English authority says: "The main reason is that the telephone industry in America has been left free to expand in its own way and without official restrictions, while in Europe it has been in most countries a state monopoly."

To-day

By H. D. B., Chicago Commercial Department
Let youth be young and love be glad—
Enjoy life while you may;
Laugh, be merry, be not sad,
To-morrow is another day.

To-morrow has its unseen fears,
To-day its warm sunshine,
To-morrow may hold naught but tears;
Enjoy to-day while yet 'tis thine!

Live to-day, while yet you may
Perhaps another will not come;
You may view the golden close of day
Yet never see to-morrow's rising sun.

Cherrygrams

By Henry Weichsel, Suburban Plant, Aurora
A pessimist is one who, of two evils, chooses both.
Buttons are small events that are always coming off.
Safety first—always walk on the sunny side of life's highway.
If you want your dreams to come true, you must wake up.
No matter what happens, there is always some one who knew it would.

Those who want to have a high old time should join the air force.

The person who looks for the silver lining seldom sees the dark cloud.

Newspaper Praises Operator

IN a recent issue of *The West Town Bulletin*, a Chicago weekly news publication, appeared an editorial giving high commendation to Miss Hazel Bordegon, the operator who answers the *West Town's* calls at Kedzie Office.

The editorial says:

A Tribute to Miss Hazel Bordegon

A little ray of sunshine
Bursting through the fog.

Doesn't it make you feel good when you see that?

Don't you feel cheered when perhaps on one of those "slow" days, you meet with someone whose very voice cheers you just like the ray of sunshine does when it breaks through the mist?

The members of the staff of the publishers of the *West Town Bulletin* and the *Midwest Review*, although far from being in the fog, have a ray of sunshine that bursts pleasantly into the daily routine. The ray is a telephone operator on the Kedzie Exchange.

For many weeks, the "lady with the musical voice" has caused much comment and a great deal of curiosity among the members of the publishing staff for it does not matter whether the glorious rays, of a morning sun set West Town spires shimmering, or whether the murky fog of some of Chicago's depressing weather attempts to weigh us down; or whether other trials come along and attempt to cast the pall of gloom over us—we always know that over at the Kedzie Exchange, our little ray of sunshine awaits us.

The members of the publishing staff wish to pay tribute to the young and charming lady of not very many summers; a telephone operator whose constant efforts to give the utmost service in a smiling, pleasant manner, have been of inestimable value to the office staff. We did not know just who our little ray of sunshine was until the editor of the *Bulletin* sent a representative out to find out just who this "lady with the musical voice" could be. It took some clever work on the part of the reporter, but he "got the story."

Our little ray of sunshine was found to be Miss Hazel Bordegon, who resides at 3240 West Harrison Street, and who has been an operator with the Illinois Bell Telephone Company for more than four years. It was no easy task to secure an interview with Miss Bordegon, for this charming young, blond-haired, good looking West Town girl was found to be very retiring and modest, one of those cultured and efficient young women who care more for performing their duties than they do posing in the limelight of publicity.

Officials of the company were very generous in their praise of Miss Bordegon, declaring her to be an able and efficient operator. Well, we could have told them that many months ago. Her cheery "Number, please," has paved the way for many a fine day in our offices, acting as a tonic, so to speak. Telephone service of the kind given by Miss Bordegon is beyond criticism, and we predict greater things for the lady with the musical voice. You have the good wishes of the *West Town Bulletin* and the *Midwest Review*, Miss Bordegon, for you give us the service we want, and you do it with a smile.

Novel Telephone Uses

TELEPHONE-EQUIPPED barber chairs are the latest innovation in Atlanta, Ga. The Biltmore barber shop in that city has equipped each of its chairs with individual telephones for the use of patrons while the barber clips and scrapes away. There are twelve chairs in the shop with telephone connections from each to a miniature switchboard operated by the cashier.

Tenth to First Place in Six Months. ?

Bell News Has Booklet For Contributors

"SUGGESTIONS for Contributors to the BELL TELEPHONE NEWS," is the title of a recent booklet issued by the editorial office. This booklet contains helpful ideas and suggestions for those who are interested in contributing items or pictures to the BELL TELEPHONE NEWS or the WEEKLY SUPPLEMENT. Regular contributors who have not already received copies or any other persons who are interested may obtain copies by sending name and address to the Editor, BELL TELEPHONE NEWS, 212 West Washington Street, Chicago.

French Police Have Pocket Telephones

THE French police are now equipped, says a Paris dispatch to the *Chicago Tribune*, with a new telephone device to facilitate communication with headquarters. It consists of a telephone instrument small enough to be carried in the pocket like a watch or a knife. Telephone "terminals" of fool proof and weather tight construction are provided at convenient points, and by plugging in his pocket telephone at one of these terminals the officer can talk to police headquarters from almost any point along his beat.

Such a device is of much greater value in France than it would be in American cities, where all the corner drug stores and cigar stores, as well as hotels, railroad stations, and innumerable other public places, are equipped with telephone booths, which are, of course, readily available, not only to police officers but to the general public. This French device is apparently available only for official use, and the ordinary wayfarer will find telephone pay stations much less common in France than in this country. Within the past year or so, however, the French government, which operates the telephone system of France, has granted to a private company a concession to install and operate coin-box telephone pay stations throughout the republic.

In a Lifetime

THE first woman ever to use a telephone died recently at the age of seventy-two. This seems incredible, and yet a reference to the date of the invention removes all doubt. It is difficult for the present generation to conceive of how the old world wagged before the days of the telephone. Quite as difficult to comprehend the effect should all the wires be cut and the instruments in the millions of homes, stores, offices, destroyed. It would mean comparative isolation in millions of farm houses. It would revolutionize business methods, and at a tremendous cost in money, efficiency and time.

And yet it was only the other day that the inventor died, and only last week that the first woman to use a 'phone passed away.

Nothing could convey so impressively the giant strides we moderns take upon the arm of science. The telephone but yesterday—and essential to-day. And now the radio whose illimitable possibilities are awe inspiring.

After all, the laboratories and workshops of the men of science are doing more than making new instruments of death. They are helping us to live more fully and more richly than our forebears ever imagined possible. Even incredulity bows convinced before the miracles promised for to-morrow. The race moves on—triumphant over matter.—*Rock Island Argus*.

Good Work, Harry!

EARLY in November Harry E. Eldridge, Suburban Division commercial superintendent, made his thirtieth sale (for 1924) of A. T. & T. stock to the public. This total of thirty sales included 104 shares, over \$10,000 par value. Last year Mr. Eldridge made thirty-six sales amounting to 115 shares so he has been a \$10,000 salesman for two years.

SOME IDEAS ABOUT CLOTHES

By A. Mere Mann

Lament

We working girls who hope to wed
Each week should lay away
A tidy sum to help make lives
Of future husbands gay.
But Fashion plays a crooked game
With would-be frugal maids;
Last week we all paid barber bills—
Next week we'll all buy braids.

—Margaret Burton in *American Legion Weekly*.

WHAT does a man think about women's fashions? The man past forty may think of shoes, coats and hats principally as things which frequently bring bills that always seem too high, and milady, when young, places his opinion at about zero. They are more interested in the last word of the man modiste, but most girls do not go to dances with men modistes nor do they marry designers of dresses.

There is the young man who is contemplating matrimony, although he doesn't exactly know it. He has not quite decided to quit Edith and Jane to give all his time to Mary. He is getting glimpses over the hill to man's estate. What does he think of the style of his sister's girl friends and the girl he meets at the dance or on the way to the office?

In the first place he thinks about it as little as possible. That girl wearing a frilly party dress and bound for the office, or already there, may get his attention, but the young lady could find no reason to be elated with his thoughts. The young man is beginning to think of that which is practical in life and that which isn't, and wearing frilly stuff at work is in the class of that which isn't. No, Marie, he is not influenced a bit by the opinion of some elderly lady. He just knows that plain dress in the office looks better and undoubtedly wears much better.

And while on the subject of the girl employed, we recall several young fellows who despaired of getting married because they "couldn't buy her million dollar fur coats like she's wearing." Confidentially, Marguerite, we wonder if your swell clothes don't defeat their purpose.

Don't misunderstand us. There's no desire to return to the styles of 1910, 1898 or any other 'way back when's. The average girl to-day is at least one hundred per cent easier to look at than girls ever were. Mr. Average Young Man knows it, if he thinks about it at all.



CHIC, APPROPRIATE AND BECOMING

Miss Mae Barry of the office of the General Supervisor of Traffic, Chicago, made this good-looking outfit she is wearing. The skirt required a yard and a half of black serge, costing \$7.50. The jacket was made from a two-year-old velvet dress. The collar and cuff set cost \$1. as did the tie.

It may be that girls would be startled and disappointed if they realized how little the details of style interest a fellow. Every young man is at least a year behind time when it comes to the latest shades of coloring.

Another disappointment to girls would be his reaction to high priced coats and dresses. Surely, he likes a girl to be well-dressed. But he has some sense of proportion. He knows other uses for money, even aside from saving. He knows that with several hundred dollars a couple of landscape gardeners may be hired to make a garden spot of the back yard. He also knows that the same effect can be had with a little thought, a little effort and a much less outlay of money.

There is one thing he does know. It is that more girls make their own clothes than is generally admitted. He has heard Fred tell how his sister trotted along Boul Mich getting a line on styles and materials and then trotted along State Street to buy said material and a pattern, if necessary. And that was after he had concluded that Fred's sister was one of the best dressed girls he knew and probably a terrible drag on her father's pocket book.

He knows that the best dressed girl at a social affair is not necessarily the one who paid a high price for a ready-made dress. It has dawned on him that the girl who cannot select materials and styles for a dress to make at home, probably has no better taste in choosing a ready-made garment.

He has a sister or a cousin who buys some things ready-made and makes some others herself. She seems to manage the clothes proposition very well, and as to her appearance—well, he knows he can take her anyplace and she will look all right. He does not want to go with a Christmas tree trimmed for the kiddies nor a clothing store dummy dolled up for display.

And as he looks ahead to the time a year or two hence when the expense for feminine attire is one he'll have to bear, he begins to think there should be some Coolidge common sense in keeping said expense down. It is not pure selfishness, either. It is mostly a

case of trying to keep a proper balance between the cost of the family flivver, other "amusements" and the necessity items on the one hand with the amount received on the eighth and twenty-third.

Telephone Supremacy

THERE were in the United States at the end of 1922 fourteen and one-half millions of telephones, better than one telephone for every eight people. If it were possible to construct a single telephone circuit between the earth and the

moon, and these telephones were all connected to this line, they would be equivalent to nearly sixty telephones per mile of circuit for the entire distance between the two planets. From a telephone standpoint, this country is by far the best developed in the world.—*Waukegan Daily Sun*.

HOW'S YOUR GARDEN?

A Sequel Telling How Gottlieb Goth's Garden Has Stood the Test of Time

By Paul Kington

AN article "How Gottlieb Goth Handled a Move Order" published some time ago in the BELL TELEPHONE NEWS told how Gottlieb of Edgewater Office bought a lot that was unsightly with tin cans and rubbish and made it "blossom as the rose" and built a cozy home on it. In the meantime he has not wearied in well doing. Each season he has added new attractions.

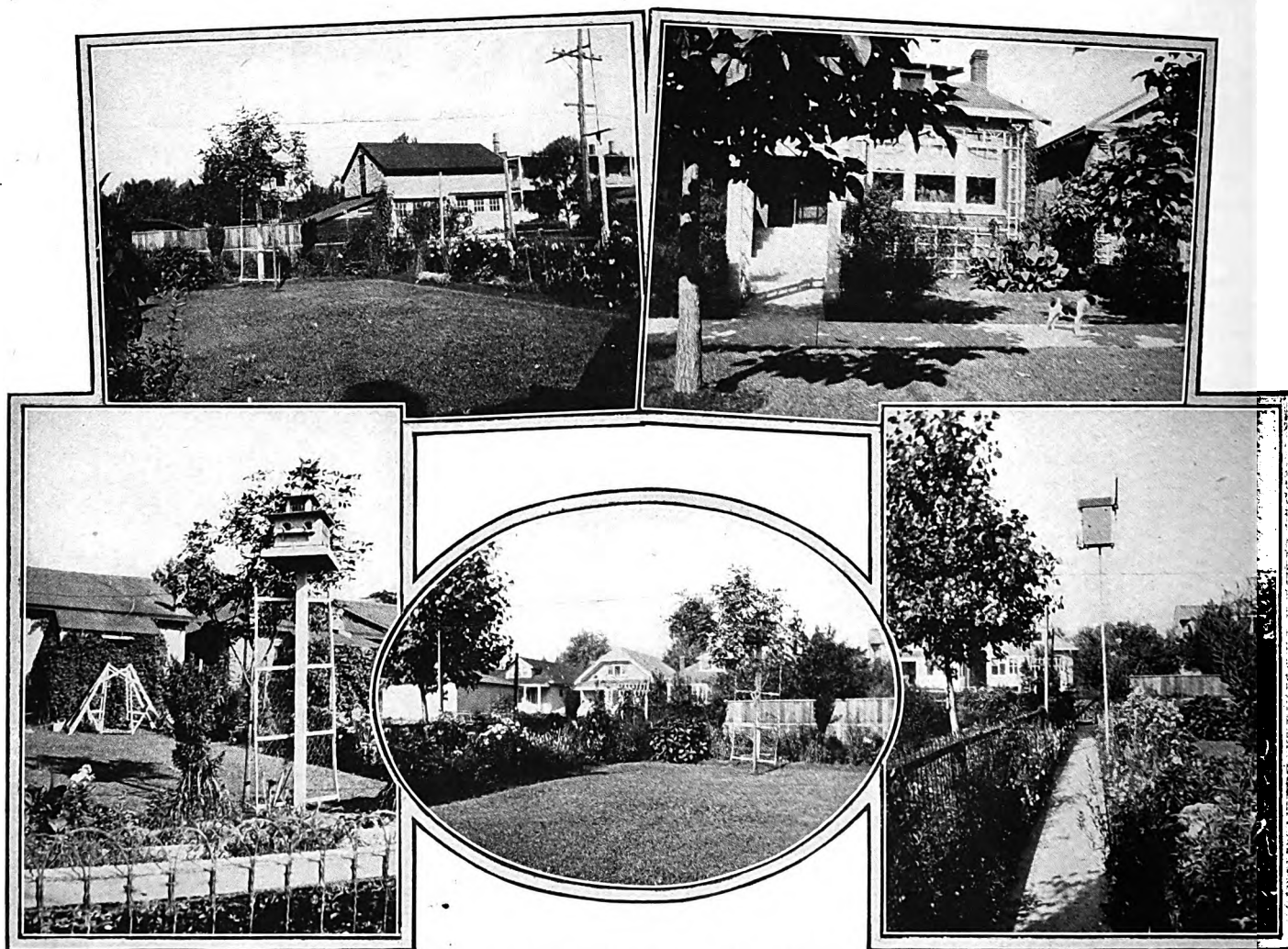
The accompanying illustrations showing further development of his idea of a home-beautiful remind us that now is a good time to plan next summer's garden. Many telephone company employees, no doubt, are planning improvements of this nature and it is hoped that pictures of some of the more attractive yards may be published in the BELL TELEPHONE NEWS next fall.

The satisfaction experienced in growing a choice variety of vegetables, the delight in the season-long succession of flower-fragrance and bloom, are not the only gains a cultivated lot may yield. An incident occurred in a nearby town not long since that em-

phasizes the value of a well-kept yard. A home owner found it necessary to sell his property. To avoid selling at a sacrifice he had some landscape work done on his place. A home-seeker, attracted by the appearance of the grounds said to the owner, "Your place is for sale. It is the one home I have seen here that has a yard that just suits me. Name your selling price and I will pay you the cash."

Mr. Goth finds that at threescore and ten the garden activities help him to lose the thought of age and gives him an interest which attracts the companionship of younger people. For growth is Life and Life is of interest to us all.

Gottlieb says that succulent sweet corn, prolific bearing beans, dew-refreshed morning glories greeting fragrant climbing roses, electrically illuminated bird-houses, are by no means the limit of his garden ideas. Further plans and budding aspirations, with the coöperation of his little grandson, will result in the unfoldment of new beauties.



GOTTLIEB GOTH PROVES THAT A BACK YARD CAN BE MADE A BOWER OF BEAUTY

TWO INTERESTING LETTERS

[Reprinted from the *Chicago Daily News*]

Telephone Service

I AM not in any way connected with the telephone company. People are always ready to report an operator as soon as something goes wrong, but they seldom commend one when she deserves it. I therefore want to put in a good word for all the operators and especially for Kildare girls.

I believe that if a person would think of the number of calls handled a day in Chicago, and the small percentage of wrong numbers given, that the service would seem to be about ninety-eight per cent efficient.

The service is just what you make it. I have had telephone service for several years, for the last three years at this same address, and I don't believe that I have been given a wrong number more than five times in those three years. Why? Because I try to enunciate my numbers clearly. I always have a "Yes, ma'am" and "Thank you" for the operator and when the line is busy or the party doesn't answer I don't blame the operator. She can't help it. I know of many people who think nothing of staying on a wire for an hour at the time.

The telephone company ought to make all new subscribers go through an exchange before they could have service, then they could see how hard an operator works.—O. B. F.

* * *

Operators and Subscribers

How many people who use the telephone ever think to show their appreciation of the operator's efforts, as did "O. B. F." in his letter to *The Daily News*. Very few subscribers know what an operator has to contend with. Many subscribers when giving a number to the operator are actually talking to some one else in the same room and do not bother to correct the operator. Thus they may receive a wrong number and then the operator is blamed.

Another thing is receiving a "don't answer" report and then a "busy" report. Most subscribers do not understand that the person they are calling may be on a party line. Then if the individual they are calling does not answer, and they try later, some one else on the line may be using the telephone and the calling party gets a "busy" report. Of course they blame the operator.

I wish to thank "O. B. F." in behalf of the operators and with him I wish that all new subscribers would visit the telephone exchanges.—Rogers Park Operator.

December

By H. A. Mott

THE year 1924 contains eight thousand seven hundred and eighty-four hours. Eight thousand and forty of these hours have become a thing of the past. The remaining seven hundred and forty-four hours which fall in this month, December, now become the most valuable. Somewhere among these remaining hours every man-jack of us should pick out just one little sixty-minute hour and go away by ourselves and glance back over the things we have done during the past year. We should do this little thing in a very concise way. First run over the things which haven't amounted to much; then set those aside and place your thoughts on the things you have done that were really worth while, real constructive things, things that will live, not only in your mind, but in the minds of others long after 1924 and other years have passed.

One of these things should be any effort we might have made and the accomplishment obtained by what we have done to safe-

guard ourselves and our fellow workmen from accidental injury.

In every line of work the fellow who succeeds must know wherein his strength lies. Therefore, this hour of review of the past year's activities is wholesome and valuable. It will also give us a foundation upon which to build our program for the coming year. We can pick out the things we did in 1924 which were useless and worthless, maybe unfair and dangerous and resolve to eliminate them in 1925. While on the other hand we can determine what real efforts of ours brought worth while results—what we did that was wise and constructive and which left a feeling in our minds that we really accomplished something by our sweat, strain and strength. We should make up our minds to go into the year 1925 with a determination to make that year better than any of the past; in other words build up our 1925 program on our estimate of the past year's efforts.

In life generally, as in safety work, we must build a better future on that portion of our past that will form a strong foundation, discarding everything that is weak or unsafe.

There is a popular song making the rounds to-day, *Put Away a Little Ray of Sunshine for a Rainy Day*. Let us do that very thing by putting away an hour in December to build a program of safety and happiness for the year 1925.

Discuss System of Telephones for All Europe

IN a recent editorial on "the difficult and important problem of international telephony," the *Electrician* of London quotes a statement by Frank Gill, an eminent telephone engineer, to the effect that "there is no engineering difficulty in constructing and operating lines at commercial rates to give satisfactory speech from any part to any other part of Europe." The lack of such facilities at present is due, apparently, to what the *Electrician* describes as "the political and economic questions which are really the ruling factors," but it does not despair that even these "could be solved, given good will and determination."

Turning to the engineering problem involved, the English periodical quotes from a recent article in the *Berliner Tageblatt* the statement that the distances to be conquered in Europe do not compare with those that have already been conquered in the United States. This argument, however, the *Electrician* declares, is "founded on the fallacy that it is Europe alone that should be considered." The editorial continues: "Telephonic communication between this country (England) and say, Petrograd, would be useful, but its importance would be infinitesimal compared with communication between this country and India. Yet, as Mr. Gill showed, technically, to speak from London to Delhi would be quite possible, and it is on a world basis and not on a European basis that the problem must be considered."

Long Distance Line Now Links Bombay and Delhi

DELHI, the capital of the Indian Empire, is now connected by long distance telephone lines with the great commercial port of Bombay. The advantageous position of Bombay on the west coast of India makes it the nearest Indian port to Europe. It is, indeed, a formidable rival to Calcutta as a gateway for Indian foreign trade, and its commercial importance makes it the logical terminus for the long distance telephone line to Delhi.

The present ambitious plans of the Indian Government for the construction of long-distance telephone lines contemplate a circuit between Bombay and Calcutta, to be completed by the end of 1924, with additional connections ultimately between Delhi and Calcutta, and between Calcutta and Madras. British India has at present, however, only about as many telephones as Atlanta, Ga. In fact, the great Indian Empire boasts but one telephone for every 10,000 inhabitants.

PICTURED EVENTS
FROM
EVERYWHERE



The "Little Girls" are from Geneva.



Miss Hulda Rahn, Chief Operator at Dundee.



A Hallowe'en luncheon was given in honor of Miss Elizabeth Caspers, Pay Station Section, Chicago Revenue Division, Accounting Department.



Randolph Office, Chicago, girls enjoy a hike.



Shower in honor of Mrs. Gertrude Anderson Hansen of Hyde Park Office.



Miss Lillian Allwell, Accounting Department, Chicago, resigned November 1 to be married to John W. Hedge.

At left—After Richard Quirk, Chicago, announced his marriage to Miss Loretta Dolan.



Miss L. Sjoberg, Lincoln Office, Chicago, became the bride of C. J. Berget, recently.



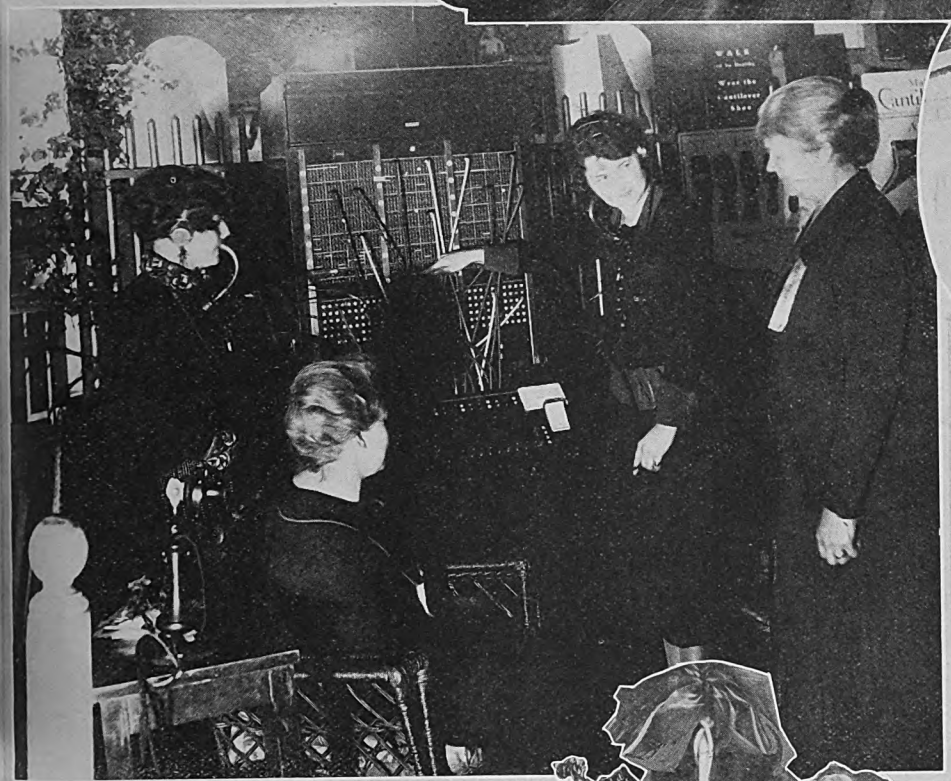


Mary and Alice Fuller, twins, work at Kedzie Office, Chicago.



At the Fairfax Hall, Chicago, Hallowe'en party on October 29.

At left---Jane and Katherine O'Neil, twins, also of Kedzie Office, Chicago.



Miss Genevieve Russo, Maywood Supervisor; Mrs. J. H. Hough, Vice-Chairman of the exposition; Miss Ida Sheets, Supervisor, Oak Park, and Mrs. Joel E. Bullard, Chairman of the exposition are very much interested, as were many of the 10,000 visitors, in the telephone demonstration booth at the Maywood Exposition.



Oliver K. Curtis, Illinois Division Plant, at the age of four. Was he on his way to attend a Democratic meeting?

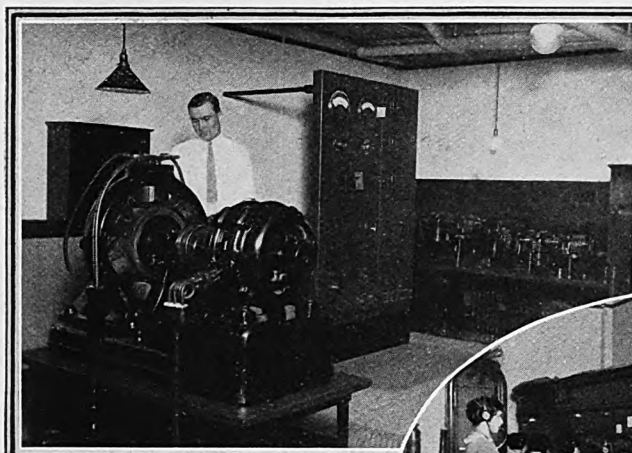


Miss Rose Smith, Chief Welfare Supervisor of the Long Lines Division, Chicago, recently celebrated her thirtieth service anniversary.



Girls of the Chicago Accounting Department enjoyed a day at Arlington Heights High School.

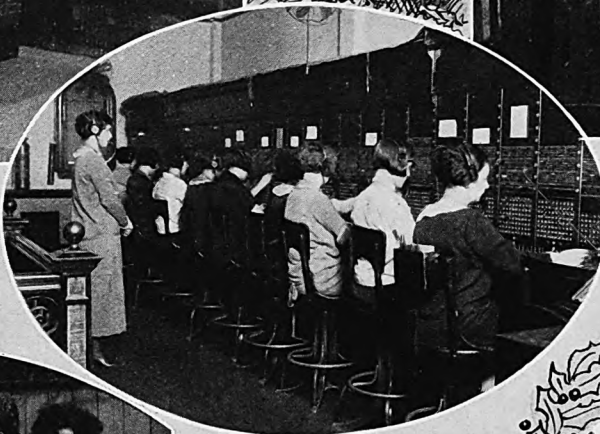
At left---L. O. Wright, Beardstown, a Super-vising Line Foreman, has, in two years and ten months, had only four minor and no lost time accidents to employees under his supervision.



William Kiddle, Wire Chief.



Mrs. Eva Pulse of the Commercial Department.



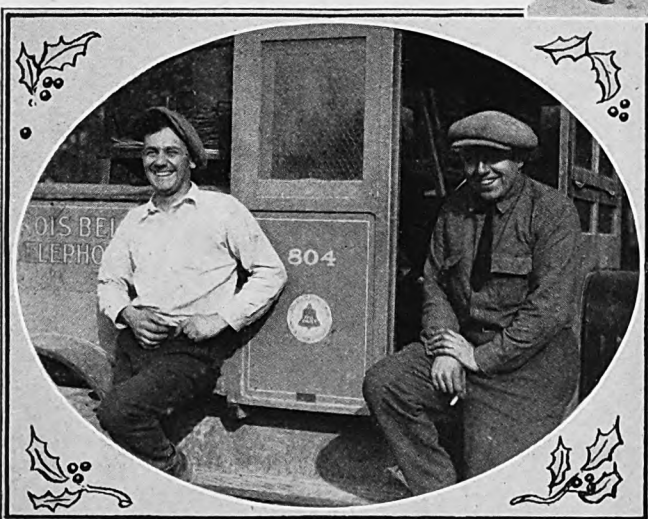
At right---The busy switchboard.



The Misses Cecelia Earl, Dora Kruger, Lillian Miller, Madeline Baldwin and Lillian Ould, Operators.

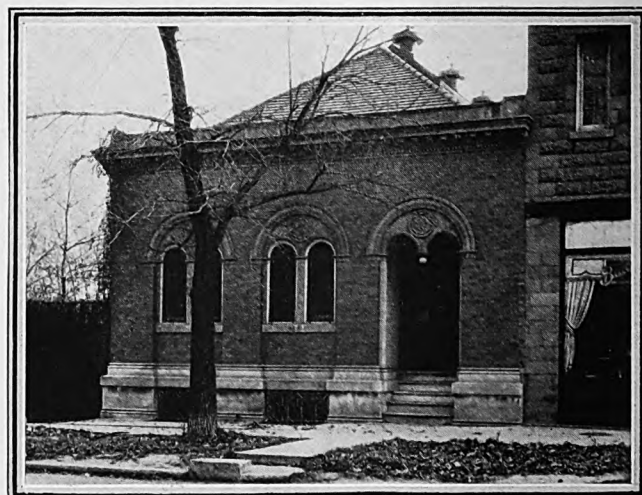


AT
LAKE
FOREST



John W. Millar and Joseph T. Dunn, Repairmen.

The Misses Grace Dunn, Katherine Dyer, Sophia Metzger, Margaret Hensel, Gladys Holland and Charlotte Andrews, Operators.



At right---The central office building of the Illinois Bell Telephone Company.

LAKE FOREST—BUILT BY SUCCESSFUL BUSINESS MEN

Originally a Colony of Summer Houses, It Has Become a Suburb of All-the-Year-'Round Homes

LAKE FOREST is often referred to as Chicago's distinctive suburb. Lying just a few miles north of the city on the shore of Lake Michigan, it is the home of hundreds of Chicago's successful business men, both active and retired.

Very many years ago the forests in this vicinity were the summer camping grounds of a large tribe of Indians who, like the birds, went south for the winter, returning again to a cooler and more pleasant climate for the summer.

The Indian has vanished—and the white man has taken his place. Much of the original forest has been cut away, but the beauty of the scenery with its wonderful wooded ravines, which are one of the chief attractions of the district, will never be destroyed by the advance of civilization. They will remain always.

For quite a while after Lake Forest became a municipality, it was largely a place for the better class of summer homes. In the winter there was little doing.

The last few years has brought about a change and like other—and similarly located suburbs—there has been a tendency for all the year 'round homes.

For this change we unhesitatingly give credit to the auto-



MRS. CECELIA WETZEL
Chief Operator at
Lake Forest

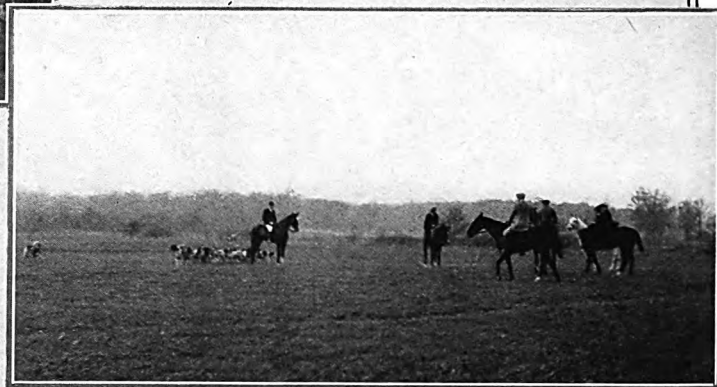
mobile which, for instance, puts Lake Forest within an hour's drive from a Chicago office to a suburban home, and to the telephone which keeps everyone in constant touch not only with the office, but the whole country.

Lake Forest has its main street, but most of the people of the city got their "Main Street" experience before going there to live, and this may be one of the reasons why the city itself operates with a smoothness and regularity seldom equalled by other and larger places.

It may sound strange to say that such a suburban residence town should also be a farming town, but Lake Forest has its farms, most of which are of the highest class experimental types. Quite a number of wealthy men maintain farms to develop their own ideas and to prove their own theories regardless of the expense incurred.

Lake Forest is also noted for its clubs and golf links of which it has some of the best in the country.

The automobile, while present everywhere, has not yet served to drive the saddle horse out of Lake Forest. So far there is no standard flivver which will jump hurdles and ditches—successfully.



RIDING TO THE HOUNDS AT LAKE FOREST

Upper left—Taking the fence in the Onwentsia Club fox hunt. Upper right—On the way to the hunt. Lower left—The fox himself. Lower right—Getting ready for the start.

Horses still hold supremacy in this line, and one of the best known and most exclusive clubs of Lake Forest sets aside certain days of the week for the sport of "fox hunting." And it is sport, too, especially when done according to the established rules.

It certainly requires good horses, unqualified horsemanship and a pack of trained hounds to stage a fox hunt. They do not actually hunt a fox, but they go about it in this way:

Two or three foxes are kept in a pen or cage and a piece of meat is hung inside in such a way that it will become saturated with the odor of the foxes. Then some assistant—on the day of the hunt—goes out in the fields with this meat, smelling of foxes, and drags it over a course, through ditches, underbrush, over fences and hurdles, finally burying it at the end of the course, several miles away.

At the appointed time the fox hunters of the club, mounted on their horses and dressed in appropriate costumes, follow the master of the hounds—who with his horn and dogs takes the lead. When they reach the starting point, the dogs are set upon the trail and the hunt is on.

The well trained dogs follow the scent helter-skelter in a race, and the mounted fox hunters, men and women, follow at breakneck speed—leaping the ditches and underbrush, taking the hurdles in order to be "in at the death" which consists in the dogs finding the buried meat and tearing it to pieces.

On the last day of the season, the foxes themselves are let loose and the hunt is a real one which tries the mettle of all participants. Besides all that, the foxes may escape. If so, it is their good luck. This is only one of the many amusements contrived for the entertainment and diversion of the club members who, when away from business, are always hungry for something to do.

We, as telephone people interested in the telephone life of a community, are consequently interested in the community itself, which cannot exist these days without the telephone. The Lake Forest Exchange is a part of the Waukegan area, from an organization standpoint, and is one of the busiest—in proportion to its size. Its toll business is relatively very large, because business men have learned to use the telephone more and more in their transactions at a saving to themselves. Lake Forest Exchange gives a splendid example of the great dependence of the modern business man on his telephone and of the part the telephone plays in social life and in everyday transactions.

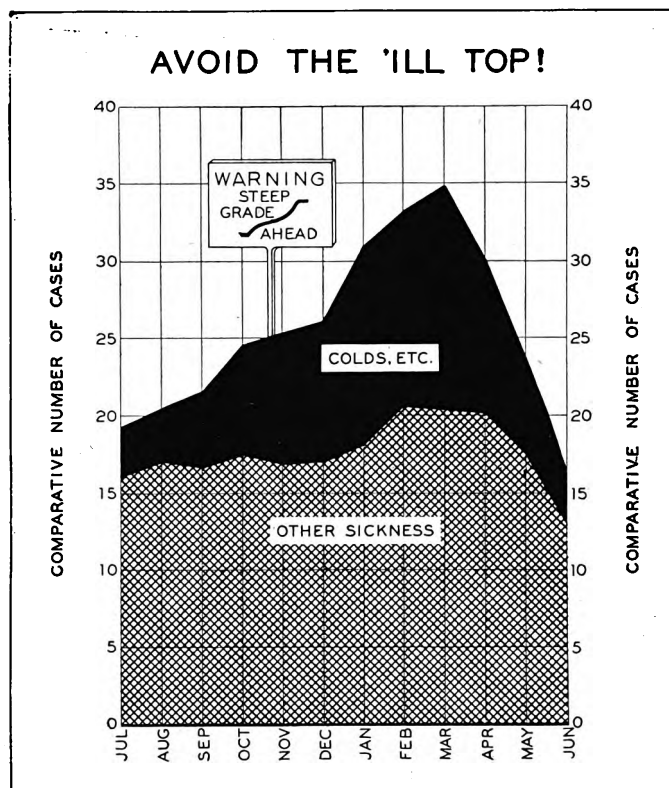
Avoid Colds! Obey Health Rules!

WE are starting a new hill of sickness. The chart below tells the story of last winter and the hill becomes a mountain. We got up above the timber line and it is very dangerous in these altitudes. Keep sickness in the hill class. From now on is the time of year when colds and coughs and sore throats begin and colds and coughs and sore throats are the starting points for grippe, influenza and pneumonia. They are going to make up most of our hill of sickness.

Examine the chart to see how the peak on the sickness hill is caused by "colds, etc.," or those diseases peculiar to the upper air passages. Cities through the country spend large sums of money in the prevention of diphtheria, scarlet fever, typhoid and small-pox, but the total money cost of these well-known contagious diseases is insignificant when compared with the costs of colds and their sequels.

The infections of the upper air passages—the nose, throat, bronchial tubes—constitute easily the country's greatest disease problem. We get considerable undesirable material through the mouth and nose, besides the food and air that are entitled to enter these avenues. Being constantly in use, it is easy to see how the air passages and the breathing apparatus constitute a large and fertile point of entrance for all kinds of disease germs.

If people keep their physical condition 100 per cent perfect,



the surfaces of their air passages—throat and bronchial tubes—reinforced by the natural immunity which healthy people have, can cope with most disease germs. The trouble is we don't know when we are 100 per cent physically perfect. People who feel well are generally not concerned with physical percentages and think they can take all kinds of foolish risks with their health. They can generally get away with it, but every once in awhile, some supposedly healthy person gets a cold, cough or grippe, and then wonders why.

Get a rule of physical conduct and stick to it!

In the spring we were so glad because of the prospect of summer ahead that we did many foolish things and now at the summer's end, we sort of keep on thinking that summer and its privileges are going to last forever, and we continue to do the foolish things. The laxity which was natural to the warm days makes us forget even when the chill is in the air. We run out-of-doors in just the same way we did in summer, without hat and without coat. We take all sorts of liberties and all sorts of chances in exposing ourselves to the elements of the out-of-doors. Fall has come and the forerunner of winter demands great respect.

Keep the body warm with proper clothes and shoes.

Work at the health temperature.

Get plenty of sleep. Sleep is the great restorer.

Get plenty of fresh air and some exercise in the out-of-doors, even though it be but a daily walk before luncheon.

Wash the hands before eating.

Eat sensible foods.

Keep the hands away from the face.

Drink from eight to ten glasses of water a day.

Avoid crowds. Avoid the cougher and the sneezer.

IT IS EASIER TO KEEP WELL THAN TO GET WELL.

Despite the immense amount of telephone wire now laid in underground cables, there are over 15,000,000 telephone poles in the United States, or an average of approximately one pole for every telephone.

Seven Recent Accidents

ON the opposite page the artist has illustrated his conception of seven recent accidents which have occurred to telephone employees.

No. 1. Operator in a hurry, stepped on pencil and fell. Pencils should be kept off of floors.

No. 2. Matron lighted gas oven; a few seconds later she smelled gas. Upon opening oven door an explosion occurred which burned the matron's face and singed her eyebrows and lashes.

Explosion was caused by failure of gas to ignite over entire pilot pipe surface. Proper precaution to see that gas was properly ignited would have avoided this accident.

No. 3. Installer removing ground wire from window sill, used screw driver to pry staples loose. Screw driver slipped, striking him in the left eye.

Accident could have been avoided if employee had pried away from himself instead of pointing screwdriver at his face.

No. 4. Cable splicer ascending ladder with pot of paraffin, struck pot against terminal box, splashing hot paraffin and burning right hand.

Accident would have been avoided had employee used proper precaution and watched what he was doing.

No. 5. Employee, after lighting cigarette, placed burned match back in match box which ignited the good matches, burning the first and second fingers of employee's left hand.

Common sense and good judgment would have avoided this accident.

No. 6. Clerk was closing iron safe door, had thumb of other hand inside safe, slammed door, bruising and bursting thumb.

Accident could have been avoided if employee's mind had been on the work she was doing.

No. 7. Employee driving lag screw in pole, hammer caught in drop loop and was pulled out of his hand causing the hammer to fall, striking man on ground on top of head.

Employee on pole should have been more careful when swinging a tool around wires, etc., and employee on ground should not have been under the man on the pole.

"Exceptionally Good Telephone Service," Says Mayor

IN a recent talk by T. F. Shouse, mayor of Danville, as part of a program at the new million dollar high school put on by local talent under the direction of R. C. Rottger, vice president and general manager of the Vermilion County Telephone Com-

pany, the mayor mentioned that he had recently tested the service rendered by the telephone company at Danville, and had been able to complete satisfactorily eighty-four calls in one hour, without any difficulty or interruption, and it was therefore his opinion that the telephone service rendered to the citizens of Danville was exceptionally good.

Service Emblems Being Distributed

EMPLOYEES' service emblems are being sent out as fast as they are received from the manufacturer who is delivering the emblems with the larger number of stars first and working down to the emblems containing the smaller numbers.

A few of the one, two and three star emblems have been received and distributed but the great bulk of these have yet to come. A constant supply, however, is coming from the manufacturer and employees with twenty years of service or under can be assured that they will receive their emblems just as soon as it is possible to make delivery.

Keep On Keeping On

IF the day looks kinder gloomy,
And your chances kinder slim;
If the situation's puzzlin',
And the prospects awful grim,
And perplexities keep pressin'
Till all hope is nearly gone,
Just bristle up and grit your teeth,
And keep on keepin' on.
Shunning never wins a fight,
And frettin' never pays;
There ain't no good in broodin' on
These pessimistic ways.
Smile just kinder cheerfully,
When hope is nearly gone,
And bristle up and grit your teeth,
And keep on keepin' on.
There ain't no use in growlin'
And grumblin' all the time,
When music's ringing ever'where,
And everything's in rhyme.
Just keep on smiling cheerfully
If hope is nearly gone,
And bristle up and grit your teeth,
And keep on keepin' on.



VIEW FROM THE SUMMIT OF STARVED ROCK, NEAR UTICA. A PAINTING BY E. G. DREW

It was upon the island on the right side of the picture that Father Marquette in 1673 preached in the great village of the Illinois Indians. A few years later, La Salle built upon this rock, Ft. St. Louis, which, for many years was the center of French activities in the west.

The historian Parkman asserts that Starved Rock is the point of greatest historic interest in America west of the Alleghenies.

BELL TELEPHONE NEWS

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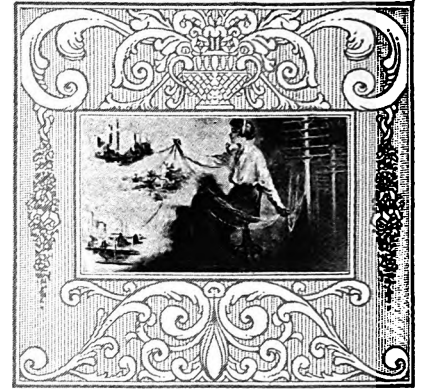


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SUBSCRIPTION PRICE—Two dollars a year in advance, to all persons except employees of the Illinois Bell Telephone Company.



AMORY T. IRWIN, Editor

EVERETT E. FRIGANZA, Assistant Editor

Servants of the People

A FEW weeks before his death last year, Steinmetz, the electrical wizard, outlined a sinister picture of civilization's plight should the electric lines suddenly be pulled from the earth. How much more devastating would be a similar cut-off of all public utility services is apparent to any thoughtful person.

The whole scheme of things in the United States—our plan and system of doing and carrying on as individuals or as communities—is now built upon existence of the public utilities and their efficient operation. Were the services of any one of them—electricity, telephone, telegraph, gas, water supply or transportation—suspended for any considerable period, the nation would be thrown out of gear and actual disaster would ensue.

The American people could no more adapt themselves to the living standards of a century or two back than could the Paleozoic tadpoles' tailless descendants return to the tepid swamps of their day.

—"Public Utilities" a publication of the Pennsylvania Public Service Information Committee.

* * *

Stray Thoughts on Modern Conveniences

THE day is not far gone, has hardly indeed been swallowed in the red fire of a setting sun, when life on the American farm was an isolated life; a life spent out of touch with the world and its people.

An isolated people, a people out of touch, a people bearing their own burdens in loneliness, become in time a people with narrowed visions, restricted minds. They are the used, not the users. They have become slaves to their land, their stock, their duties.

Farm feuds were common in the day which is passing over the horizon. Neighbor distrusted neighbor. Farm life was recognized as a stern, hard life; a life which broke men's hearts and made women old in their youth.

An elbow-rubbing brotherhood, so evident in rural districts to-day, has largely replaced the old, narrow

"CALLS TO BE COMPLETED"

1. Every employee and every subscriber a stockholder.
2. Complete coöperation between every department and every person.
3. Harmonious public relations. Remember—You represent the company to the public. Be courteous.
4. Make "Accident Prevention" your slogan.

platitudes of isolation and distrust. The horizons of the farmer have spread. His telephone has tied him to his neighbors. The automobile, electricity and the railroad have eliminated isolation. The rural mail has made him a known citizen.

How much life is altered by the circumstances surrounding it! Farm life, yesterday an isolated, stern existence, has become a very different occupation to-day. Working with

hands in the honest soil, surrounded by the eternal wonders of growing plants, creations of God, is it any wonder that a man's thoughts will rise, his chest swell, and he will say in deep breaths: "It is mine! All mine! Every stick, every stone. The oaks, the hickory, the blackberry bushes along the rail fence. Could any life be better than mine? Could any farm be finer? My corn is the tallest; my barns are the largest. My pigs squeal more happily than any others. My cattle are better. And look you there in the door-yard? Could man desire a finer family? My family is a fine family, my farm is a fine farm, my neighbor is a good neighbor. We are in touch with things. Our hard work is compensated for. We are growing younger, not older. We are the users; not the used."—R. H. A.

* * *

Morale

MORALE is a military term. It means the spirit or general feeling of the troops. When soldiers are all united in purpose and enthusiastic and determined, they can easily conquer disheartened foes. Morale is just as necessary in a business as in an army. When we all love our work, are enthusiastic about the business, are not jealous and contentious, and work cheerfully together, we can accomplish great results.

—Dr. Frank Crane.

* * *

They who do nothing are seldom criticized. They who do things are usually criticized. Criticism, then, is just another form of applause.

WHY DO WE HAVE A STORAGE BATTERY IN EACH CENTRAL OFFICE?

IN these days of amateur tinkers almost every man knows something about automobiles or radio sets. He is so chummy with the storage battery, which is part and parcel of these modern "discomforts," that he hails it by its given name. It surprises him not that the storage battery is counted a household necessity around the telephone central office. Its purpose and the way it fits into the domestic economy of the place, however, may prove of passing interest.

It takes a lot of electrical current to run a large telephone office. And this lot must be continuous, without any time out for lunch or three o'clock relief or sleep. There is only one way to get such a reliable current and that is by holding a reserve in a large storage battery. This saved-up current may be drawn on at any time for supplying transmitters, operating signals or doing the other odd chores about the place. It stands hitched and always ready to do the work the instant the regular power supply goes on strike.

The kind of current needed for a telephone establishment is not kept on the shelf by the power and lighting companies. The telephone office must roll its own. This it does by buying current for turning certain motors. These motors are direct-connected to electrical generators, built to give current of the characteristics needed. These machines are run during the busy hours and are of such size as to carry the switchboard load and also furnish a surplus which is tucked away in the storage battery.

A storage battery is essentially different from any other battery. In order to get work out of it, electric energy must be put into it. This is done by connecting it to electrical generators. The elements which make it up are not consumed to furnish the energy as is the case of a battery in which chemical energy is stored.

The dry battery provides energy by feeding on its own substance. It is not charged by a generator. The heavier the task, the more it eats away its chemical energy until, at last, it must be thrown away. Expensive appetite is this; so much so that telephones using dry batteries are found only in small communities where there are not enough instruments to warrant the cost of a telephone plant using a storage battery.

Such telephones supply their own energy by means of two or three dry cells, neatly disposed on the hip. One objection to an exchange system of this kind is the lack of uniformity of the many dry batteries. Those which are nearly exhausted do not give the proper kick to the conversation. The centralized stor-

age battery is always the same and telephones are not liable to give poor service because of run-down batteries. Also, no trips to the instruments are needed to rejuvenate the current supply.

In the modern telephone office the carrying of speech is supplemented by an elaborate signalling system. Thousands of relays and small electric lamps work much like a railway block system. These flashing lamps show when the telephone tracks are clear and prevent conversational collisions. Like the railway, rapid and safe moving of traffic is not possible without such auxiliary devices. They work only in a system using a storage battery.

Back of the centralized power supply of the central office is the storage battery. It furnishes the insurance necessary to continuous service. Motor generators alone might stop, either through ailments of their own or failure of the commercial power supplying them. Conversation could not continue as much as another word unless the storage battery were available to carry on. It stands ready to deliver just when an electric power system failure may make telephone service doubly important. As a public servant, it works quietly, is always on the job and is given to no backstairs talk about late hours or extra company from out of town.

One storage cell in the large telephone office may be as big as an upright piano. It may have eighty-five plates, each thirty-one by sixteen inches in size, with each cell tipping the beam at 7,000 pounds. Fifty such cells are sometimes needed to run a single office. It is, indeed, a hardy member of the telephone family, but one whose health must be closely guarded. The central office men are on the job with thermometers, hydrometers, voltmeters and ammeters to keep this member in good trim. Many times daily precise readings are taken in the best clinical manner. Rations are carefully measured in the form of charging current and water at each daily feeding time. Exercise is prescribed regularly, that the giant strength of this servant may be ready at your call. Specialists study the recorded performance charts of each cell and make special examinations at stated intervals to insure reliable service.

The storage battery is vitally necessary to modern telephone service. It is more economical than any other form of battery. It is more uniform in its output. Because it is an absolutely reliable reserve, it permits the use of a centralized power supply, this in turn, making possible the modern signalling equipment necessary to fast, reliable telephone service.

In the big cities automobiles are making traffic conditions easier by gradually reducing the number of pedestrians.—*New York Tribune*.



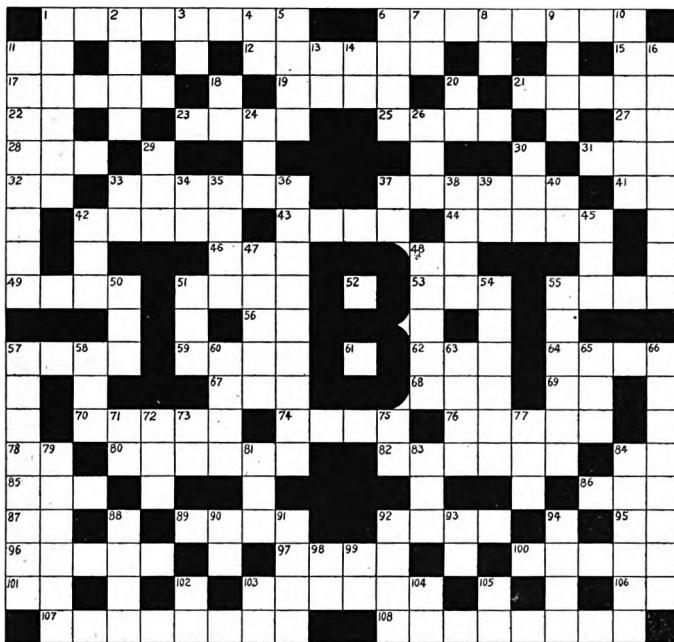
WEREN'T THEY THE GOOD OLD DAYS! (Ticket by courtesy of M. J. Flyke.)

THIS TICKET entitles the holder to free use of "Public Telephones" in Chicago, as designated, for City Connections only. If presented by any other than the person within named, it will be taken up, cancelled and returned to the Company.

SOLVE THIS PUZZLE AND CIPHER—WIN \$10

HERE is a cross word puzzle with a prize attached. Some Illinois Bell employee who is able to solve the puzzle correctly and unravel the cryptogram which it contains will receive \$10.

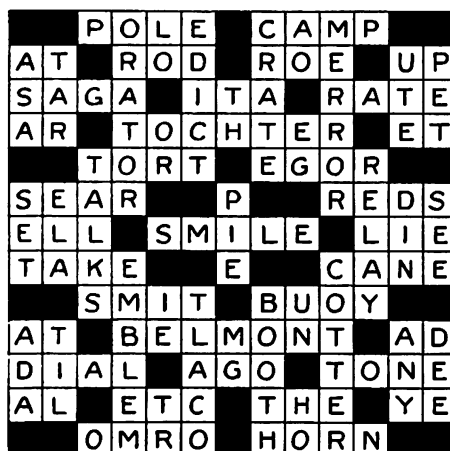
This puzzle has a lot of words in it, but most of them are simple. All are to be found in standard dictionaries or books of



reference and those words which are unusual are so well defined that they should not be difficult for any employee to identify.

Running through the puzzle is a message. After you have filled in all the spaces in the puzzle with the proper words, arrange in sentences those words indicated in the code at the top of the next column, making paragraphs as the lines of code symbols are paragraphed. If you have solved the puzzle correctly, the words as arranged will spell out a message of interest and importance to every Illinois Bell employee.

After you have solved the puzzle by filling in all the white squares, cut the diagram from the page and paste it securely to a sheet of paper, letter size 8½ by 11, and write the solution of the cipher below. At the bottom of the sheet write your name, department and address. Mail in a sealed envelope to Editor, BELL TELEPHONE NEWS, 212 West Washington Street, Chicago, so that it may be received on or before December 15. The winner will be announced in the January NEWS. If more than one entirely correct solution is received the prize will be awarded by lot. Here is



THE ANSWER TO LAST MONTH'S PUZZLE

the cryptogram which, when correctly solved, will spell the message:
(V—Vertical) (H—Horizontal)

17H — 45V — 94V — 85H — 1H — 61V — 31H — 52V — 6H — 105V — 90V — 47V.

17H — 45V — 37H — 71V — 64H — 8V — 52V — 80H — 105V — 90V — 48V.

17H — 19H — 36V — 42H — 86H — 45V — 31H — 52V — 23H — 90V — 71V — 1st letter in 15H.

33V — 43H — 90V — 45V — 17H — 92H — 71V — 107H.

3V — 82H — 45V — 94V — 52V — 55V — 45V — 50V — 12H — 58V — 108H — 21H — 57V (Plural).

Here are the definitions:

Horizontal

- 1—A large number
- 6—Loyal
- 11—Exclamation of surprise
- 12—Improve
- 15—Provided
- 17—Past participle of will
- 19—Possessive case of a personal pronoun
- 21—Plural of pronoun this
- 22—The first person singular of the verb be
- 23—Detriment
- 25—Numerous
- 27—A religious institution (Abbrev.)
- 28—A line of light
- 31—Because
- 32—Abbrev. for the musical term repeat
- 33—Plural of Nucleus
- 37—Choose
- 41—One-thousandth of a liter (Measure abbrev.)
- 42—Medium of exchange
- 43—Not any
- 44—Healthy reddish color
- 46—Royal Humane Society (Abbrev.)
- 48—Chinese measure (½ of a mile)
- 49—Incision
- 51—Lady's man, escort
- 53—Writing fluid
- 55—Mongrels
- 56—Near (Abbrev.)
- 57—Four
- 59—Egyptian skink (pronounced Ada)
- 62—French word for good
- 64—Short name for the horseless vehicle
- 67—The nation's war vessels (Abbrev.)
- 68—To stay (obsolete)
- 69—Not specified (Abbrev.)
- 70—District in French Equatorial Africa—Chief City, Mao
- 74—To keep in check
- 76—City in New York State
- 78—Abbreviation for saint
- 80—Quick
- 82—In front of
- 84—Chinese name of Buddha
- 85—Twice five
- 86—To discharge a debt
- 87—Not out
- 89—Obsolete or English dialect for lock
- 92—To construct
- 95—Rear Admiral (Abbrev.)
- 96—Material used for calking seams
- 97—Town in Ohio
- 100—Worker in stone
- 101—Abbreviation of a state
- 103—Accompany
- 106—Foot (Abbrev.)
- 107—Telephone System
- 108—Emphasized form of the pronoun of the second person

Vertical

- 1—Boy's name
- 2—Merely
- 3—In like manner
- 4—"Take Notice" (Abbrev.)
- 5—Plural of dairy maid (obsolete)
- 6—The rent for a farm (obsolete)
- 7—Arrive (Abbrev.)
- 8—Movement toward
- 9—Fahrenheit (Abbrev.)
- 10—Same as lithesome
- 11—Adjudging
- 13—Preposition
- 14—Chinese measure (100 miles)
- 16—Free from fear
- 18—Ditto (Abbrev.)
- 20—Not out
- 24—To behold
- 26—The fluid we breathe
- 29—Woman devoted to religious life
- 30—Suffix denoting foot
- 33—Negative vote
- 34—Civil Engineer (Abbrev.)
- 35—Musical instrument of Apollo
- 36—Indemnity
- 37—Seventeenth letter of Hebrew alphabet
- 38—Early name for Ireland
- 39—Scotch for full
- 40—Royal Dragons (Abbrev.)
- 42—Abbrev. married woman
- 45—Pronoun indicating person addressed
- 47—Parts of a clock
- 48—Parts of a tree
- 50—Obtained
- 51—Cry of sheep
- 52—Sixth tone of the major scale (musical)
- 54—Kind of camera used in motion picture photography
- 55—Thing you shouldn't take
- 57—Interrogate
- 58—Request
- 60—Mute
- 61—The symbol of American money
- 63—Swedish name
- 65—Great nation (Abbrev.)
- 66—Past participle of Ondoyer (French)
- 71—Adjective commonly called an indefinite article
- 72—Pinch
- 73—Printer's measure
- 75—Symbol used in a baseball box score
- 77—Anger
- 79—Hand of cards in whist
- 81—Scandinavian evil deity. Also obsolete for lock
- 83—Name of a little girl in "Uncle Tom's Cabin"
- 84—Distant (two words)
- 88—Latin for now
- 90—Preposition indicating origin
- 91—Besides
- 92—Girl's name
- 93—Noted baking powder
- 94—To convey—to seize
- 98—Railroad in Illinois
- 99—Abbreviation for the "Show Me" state
- 102—Nickname for father
- 103—For example (Abbrev.)
- 104—Movement toward
- 105—Abbreviation for pair.

WINTER'S COLD CAN'T TOUCH THE BABY

*Not If He's Bundled Up in a Snug Knitted Outfit
That Will Protect Him from the Bitterest of Weather*

NOW that it is winter time and Christmas is near at hand, the thoughts of the entire family,—father, mother, brother, sister, aunts and uncles, grandfather and grandmother—turn to baby and its comfort and fun. This is baby's first Christmas and it must be a very merry one. Also this is baby's first winter, and it has to be a warm and comfy one.

Baby, of course, does not understand what Christmas is all about, but he does know when he is warm and there is nothing that he will appreciate more than a knitted outfit. Ask him about it and he'll kick and coo and try to tell you to give him some nice warm knitted mittens, a woolly cap, some soft booties, a snug sweater and a carriage cover that is designed to be a complete protection from the snappiest winds when he takes his nap out on the front porch.

Here are the directions for all of baby's outfit. The knitting and crocheting are simple, for the designs are easily worked out. There are still three weeks left before Christmas; so there is plenty of time for mother or aunt or grandmother to make the set. Even if it isn't finished for the big day, baby will like it just as well as few weeks later.

Baby's Mittens

MATERIALS: *Prospect Saxony*, 1 ball pink
Prospect Saxony, 1 ball white
1 Pair Knitting Needles, No. 3½ (millimeter)
1 Bone Crochet Hook, No. 4
Make one pair white and one pair pink Mittens.

DIRECTIONS—Cast on 38 sts. K. 15 ribs. K. 1, P. 1, for 5 rows. K. 1, * yarn over needle, K. 2 together *. Repeat from * to * until end of row. K. 1, P. 1, for 5 rows. K. 8 ribs. On next row * K. 4 sts., K. 2 sts. together *. Repeat from * to * until end of row. Now decrease 6 sts. every other row until 8 sts. remain. Bind off. Sew up seam.

Combine the mittens with pink picot edging as on sweater.

Baby's Cap

MATERIALS: *Prospect Saxony*, 1 ball white
Prospect Saxony, 1 ball pink
4 Double-Pointed Knitting Needles, No. 3½
1 Bone Crochet Hook
Make one white and one pink Cap.

DIRECTIONS—Cast on 20 sts. K. 3 ribs. Then increase 1 st. every 2nd rib at each end until there are 36 sts. on needle.

K. 3 ribs. Now decrease 1 st. at each end every other row, until 20 sts. remain. Now, with 2 extra needles, pick up 32 sts. at each side. K. 30 ribs. Bind off.

Combine the two caps with pink picot edging as on sweater.

Baby's Booties

MATERIALS:
Prospect Saxony, 1 ball white
Prospect Saxony, 1 ball pink
1 Pair Knitting Needles, No. 3½ (millimeter)
1 Bone Crochet Hook, No. 4
Make one pair white and one pair pink Booties.

DIRECTIONS—Cast on 58 sts. K. 8 ribs. Then K. 26 sts. K. 2 sts. together. K. 2 sts. K. 2 sts. together. K. 26 sts. Next row: Knit. Now decrease every other row 2 sts. in center until 42 sts. remain. K. 1, P. 1, for 4 rows. On next row K. 1, * yarn over needle, K. 2 sts. together *. Repeat from * to * until end of row. K. 1, P. 1, for 6 rows. Now K. 15 ribs. Bind off. Sew up seams.

Combine the booties with pink picot edging as on sweater.

Baby's Sweater

MATERIALS:
Prospect Saxony, 3 balls white
Prospect Saxony, 4 balls pink
1 Pair Knitting Needles, No. 4 (millimeter)
1 Bone Crochet Hook, No. 5
PATTERN:
Knit. *Make one white and one pink Sweater.*

BACK—With White yarn, cast on 70 sts. Knit 8

inches. Then cast on 28 sts. at each end for sleeves. Knit 3½ inches. Now K. 54 sts., bind off 18 sts. for neck and on remaining 54 sts. start front.

FRONT—Knit 4 ribs. Cast on 12 sts. toward front. Knit until sleeve measures 7 inches. Bind off 28 sts. for sleeve. Make front same length as back. Bind off. Work other front to correspond. Make pink sweater the same as white.

CUFFS—Pick up sts. at bottom of sleeves for cuffs, through both pink and white, and with pink K. 2, P. 2 for 2½ inches. Bind off. Sew up underarm seams.

COLLAR—Pick up sts. around neck through both pink and white, and with pink K. 1 row. Increase 1 st. in every 4th st. Now work a row of beading as follows: K. 1, * yarn over needle, K. 2 together *. Repeat from * to * until end of row. Knit 12 ribs, bind off loosely.

FINISHING—Now combine the two sweaters with a pink picot edging all around, as follows: * Ch. 3, 1 slip st. in first chain, skip one st., 1 S. C. in next st. *. Repeat from * to *.



WARM THINGS FOR BABY'S COMFORT

Carriage Cover

MATERIALS: *Prospect Scotch Worsted*, 9 balls white
Prospect Scotch Worsted, 3 balls pink
 1 Pair Knitting Needles, No. 5 (millimeter)

DIRECTIONS—With pink yarn, cast on 125 sts. K. 1 row. Then decrease 1 st. at each end every other row 9 times (leaving 109 sts. on needle). Change to white yarn and K. 6 inches. Now, with wrong side of work toward you, K. 53 sts., P. 1 st., K. 53 sts. Next row K. Then K. 52 sts., P. 3 sts., K. 52 sts. Next row knit. Continue this way, always purling 2 sts. more in center and knitting 1 st. less at each end every other row until you have 75 P. sts. across diamond. Then work 1 P. st. less at each end of diamond until there is only 1 purled st. left. This completes diamond. Knit for 6 inches. Change to pink yarn, knit and decrease 1 st. at each end every other row, 9 times. Bind off. Pick up sts. on side, and with pink yarn K. and increase 1 st. at each end every other row, 9 times. Bind off. Work other side the same way. Sew corners neatly together.

Telephone Only from Own "Pet" Public Booths

ONE public telephone booth ought to be as serviceable as any other, says William E. Harris, in the *Boston Evening Transcript*. All are made in a standard way according to the same measurements, but the majority of persons seem to be fussy by nature, and telephones for them contain the same individual peculiarities as golf clubs. They simply must have their own, or they get off their game and cannot talk.

Especially is this true of salesmen who are the most eccentric of all telephone patrons. Much of their business is transacted in a public telephone booth, but if they are unable to secure the particular booth which they have come to associate with successful dealings, they grow restless, pass up and down, ignoring other empty booths until the intruder has finished his call and hastened away.

Next to the salesmen are the varied tenants of great office buildings who do not wish to use the private telephone of their employer, but innocently believe that they enjoy a permanent monopoly upon the public booths scattered through the hallways of their particular building. Then there is the young financier, seeking to make his pile in a quick killing, who believes that he will not have any luck at all unless he patronizes one—and only one—special booth.

Most human beings act and plan their little lives most effectively when they can deal with familiar factors. The unusual upsets them. Thus, a telephone booth whose peculiar workings and individual eccentricities are known can furnish a deal of reassuring confidence. It seems an absurd bit of human weakness, but it is one that plays a more important part in ordinary business relations than most persons realize. If you don't believe it, stand around awhile and observe some of the habits of the public telephone booths.

"Off Agin, On Agin, Gone Agin"

IN looking up some data the following record was found:
 Moscow (Ohio) Telephone Exchange.
 Installed September 16, 1902.
 Removed during flood of January, 1907.
 Re-installed February 1, 1907.
 Removed during flood of March, 1907.
 Re-installed March 27, 1907.
 Destroyed by fire July 4, 1907.
 Re-installed July 8, 1907.
 Removed to a new location June 1, 1912.
 Merged with New Richmond Exchange June 25, 1919.

Americans at Ellis Island Keep Telephone Line Busy

WHEN the immigrants arrive at Ellis Island, many of them have their first experience with the telephone which plays an important part in informing relatives and friends of the new world arrivals.

Placarded with pink and white tickets, denoting the railroad line they are bound for, oozing strangely shaped bundles all over their persons, with a few small, meek-faced children trudging alongside, the typical immigrant family, having successfully passed the examination, enters the waiting room ready for the fateful moment of their departure into the new world proper. Some of them have never seen telephones before. Others have rarely used them, but are as eager as children to try. A telephone booth which has stood in this waiting room for many years is the very first to acquaint hundreds of thousands of immigrants with the service of the nationwide Bell System.

Sometimes those who speak no English at all may enlist the aid of one of the government employees to get the telephone connection desired. Soon a rapid-fire of Slavonic rapture buzzes over the telephone wires, evidently informing someone's lost mother's second cousin of their safe arrival. Some of them can speak a little English, not well, but loud, as the telephone operators who handle their calls can testify. Most of them have no idea of geography or distance.

Long distance calls, as might be expected, make up a large percentage of those which go out from Ellis Island for, in addition to the calls sent by the immigrants, the officials of the Island must keep in almost constant touch with the Department of Labor in Washington, in order to consult records or to obtain information.

Rockford Operator Dies

MISS MERLE BURDICK, local operator at Rockford Exchange, passed away October 22 after a brief illness of pneumonia. Miss Burdick was in the employ of the company for nearly six years. She was a loyal and faithful worker and held in high esteem by every one who knew her.

Funeral services were held at the St. Patrick's Church. A large number of the girls attended. Some of the girls acted as honorary pallbearers.

"There is no death! An angel
 form
 Walks on earth with silent
 tread;
 He bears our best loved things
 away;
 And then we call them dead.

He leaves our hearts all desolate,
 He plucks the fairest flowers;
 Transplanted in bliss they now
 Adorn immortal bowers.

The budlike voice, whose joyous
 tones,
 Made glad these sums of sin
 and strife,
 Sing now an everlasting song,
 Around the tree of life.

Where'er he sees a smile too
 bright,
 Or heart too pure for taint
 of vice,
 He bears it to that world of
 light,
 To dwell in Paradise."



MISS MERLE BURDICK

TELEPHONE TRAIL BLAZERS WITH DECEMBER SERVICE RECORDS

Allen C. Brewer

December, 1901—23 Years

MR. BREWER—ALLEN C., abandoned the plow in Frankfort, Mich., to go to Chicago and help put Sears and Roebuck on their feet. He worked for them about six months, but he thought he saw better opportunities with the telephone company. Accordingly he tackled the Equipment Department, then under the management of J. G. Wray, and succeeded in landing a job with them.



ALLEN C. BREWER

He worked in and around Main Office in Chicago for a while mostly in connection with the one big job then under way; namely the new Toll Office which had become necessary because of the growing business, which was developing rapidly under the direction of Mr. Abbott at that time superintendent of the Suburban Division.

After the new Toll Office was finished, Mr. Brewer went over to the storeroom for the Equipment Department and was occupied for three years in installing switchboards. Then he became night switchboard man

at Lakeview Office and later went to Central Office as switchboard repairman, where he had plenty of experience with the dust and soot of the loop, which he adds is not according to specifications.

Mr. Brewer was then detailed to Calumet Office as switchboard foreman and from Calumet he went to Lincoln Office, and then completed the circle by again going to Central Office, where he remained for about ten years.

Ten years in Central Office should certainly have been ample preparation for the duties he now has. Mr. Brewer can now be found on the sixth floor of the Main Building in Chicago. He is wire chief and his desk is within a few feet of the very spot where he began work as a boy twenty-three years ago.

Leslie J. Shearer

December, 1901—23 Years

Mr. Shearer drew his first salary from the telephone business in the month of December, 1901. He had joined the ranks of the Engineering Department having enlisted under Carl DePue in the work of installing the Toll Office on the seventh floor of the Main Building in Chicago.

There were lots of things to do—and most of them new—for standardized engineering practice had not then reached the perfection of to-day. One of the problems that confronted the operation of the Toll Office was a ticket distribution scheme, and those of us who can remember will have no trouble in visualizing that old canvas belt carrier system that hung from the ceiling and served for years to peddle toll tickets from a central station

on the balcony to the various switchboards all over the floor.

Occasionally a belt would break and then there was confusion for a little while, but that came under the head of maintenance. Mr. Shearer's business had been to help put it in and get it going.

Since that time he has been almost constantly connected with the Equipment Department, having worked on switchboards all over the city and suburban divisions.

In 1921 Mr. Shearer was called into the office and since then, has served as a private branch switchboard inspector. He has put in enough of them to be qualified to inspect them, and that's his business.



LESLIE J. SHEARER

William L. Marr

December, 1903—21 Years

A long time ago, as the fairy story begins, though this is no fairy tale, the old ringdown system gave way to the common or central office battery scheme. This was happening in Chicago when

Billy Marr applied for work. He claimed to be a mechanic and an iron worker. He was, and as he proved himself able to use the hammer judiciously, they gave him a job making frames, runways, racks, etc., and putting them up for the new work at hand.

This was under the Equipment Department and at a time where the only home they had was—where they happened to be working, although they did have a kind of a store room and "starting out place" in the battery room down in the basement of the Main Building.

Mr. Marr has consistently "stuck to his trade" in a general sort of way having been with the Equipment Department until the organization of the Department of Buildings, Supplies and Motor Equipment.

Since then—and maybe before, he has been looking after the health and physical condition of the heating plants, boilers, grates, etc. Don't think that this is just a winter job. No Arkansas traveler would do for that kind of a job, as boilers must be fixed in the summer so that they will run in the winter, and it is part of Billy Marr's job to do this very thing.



WILLIAM MARR

'WHY MUTUAL RELATIONS MEETINGS?'

By E. A. Wampole

THE success of anything we attempt to do in our lives depends upon one fundamental principle, Coördination. As this article is dedicated to telephone people, it is but proper that it be based on the telephone business.

Our business has been one of phenomenal growth. We can best compare it with a small town which has undergone a rapid growth in population. When it was small, everyone knew everyone else and there was no necessity of locking the doors. Everybody's word and credit were good. But gradually, as the town became larger and larger, this condition began to change. There came a time when strangers and strange things came into the community, and people began to lock their doors and feed the dog raw meat. Credit was questioned, people were required to sign their names, where, before, their word had sufficed. What brought about this change? Only one thing, lack of confidence. This was brought about, not only because there were more persons involved, but also through lack of contact. Anything we do not understand, tends to make us skeptical of that thing.

It is the same in our business. As we became larger, we lost that general contact and become more or less indifferent to the job as a whole and more interested in the particular part we play as individuals, regardless of the fact that the whole job must be performed. As the growth goes on, it cannot help but make the organization of our forces more complex.

Now the thing that happens is this. The executive and operative forces get farther apart. Let us try and see just what effect this has on us. We will say that the management has some policy it wants to try out in the field. The policy has been given a thorough study theoretically, and now the management wants to put it into effect practically. At the beginning, there must have been a reason for the policy that is to be put into effect; economic, climatic, politic or any number of reasons. When actually given to the force, it might, on the face of it, seem foolish or lost motion or it might produce effects that were not seen until the plan was in actual operation; such as safety, slowing up of other operations closely related and others. If it has only the effect of seeming to be useless, when properly explained and the reasons given by the management to those involved in its operation, its value will readily be made manifest, or, if on the other hand, any weak points can be brought out to the management, it can readily be seen how both will benefit. This applies not only to policies of management but to any conditions that might come up in either the management or the field.

Now what must be done to bring about this exchange of personal ideas from both sides? The logical thing would be to promote some means of establishing a place of common contact, a table around which can sit management and employee to discuss the many problems which constantly arise, and where, jointly, they can decide on the solution most beneficial for all concerned. This was the object of creating the Mutual Relations Meetings. The personnel of these meetings is made up of representatives of both the management and the employees who should be able, if the question is not too involved, to handle it with authority.

There are three factors which govern the results that can be obtained from a meeting of this character, i. e., confidence, action and publicity. We can attain these three things if we are broad and sincere, and the results will be so great that instead of, "Why Mutual Relations Meetings?" we shall say, "Why not more Mutual Relations Meetings?"

Tenth to First Place in Six Months. ?

Newspaper Commends Telephone Election Returns

ON the night of November 4, at the request of the *Commercial-News* of Danville, the Vermilion County Telephone Company handled through a special set of telephones all of the overflow calls for election returns.

The newspaper furnished the company with bulletins as they came in and these were given to the special operators who read the bulletins to the persons calling for that information.

This was handled not as a company affair but purely as an aid to the newspaper and the special operators answered calls as though they were located in the office of the newspaper company itself.

The *Commercial-News* through its editor, J. H. Harrison, very warmly commended the company for this service.

Uses Telephone Calls to Catch Fleeing Crooks

A TELEPHONE notification system that virtually closes the main highways as avenues of escape for criminals has been adopted in Wayne County, Mich., and is now being extended throughout southeastern Michigan.

The plan was discussed at a recent conference of county sheriffs, state and federal police officers. The automobile has made it so that the criminal knows no boundary lines and, as a result, law enforcement methods must be revised to meet these changed conditions, declared Sheriff George A. Walters, who has had great success in tracing criminals through the use of the telephone.

This has been accomplished by listing farmers and places of business along all of the main highways in the county, care having been taken to secure the coöperation of persons who are so situated as to be able to see passing automobiles. When a bank robbery or other serious crime is committed in Detroit or in a nearby city or town, the plan is immediately to get in touch with the places that have been listed along the roads that seem likely avenues of flight. Careful descriptions of the fugitives are given and a watch is then kept for them. If they are located, the sheriff's office is immediately called by telephone and arrangements are made to intercept them.

Braves Death to Give Telephone Fire Alarm

WITH her life endangered by destructive flames that were rapidly consuming the building, Miss Bessie Vosper, night telephone operator at Woodsfield, Ohio, refused to leave the switchboard until she had aroused all of the residents of the town. Exhausted and nearly overcome by smoke, she was finally taken to safety, but not until the flames had actually eaten through the door of the telephone room. A half hour later the building collapsed. The fire, which destroyed seven buildings, was the most disastrous in Woodsfield in twenty years.

Say It With Safety and Save the Flowers

By H. E. Mashburn

"Say it with safety and save the flowers,"

A mighty good slogan for this company of ours.

Good for the ones who work with us,

Good for the soul of the careless cuss.

It's good for you and it's good for me,

A jim-dandy crack of a fine idee.

Say it with safety and save the flowers,

Good for the employees, as well as the powers.

Good for the motorist who goes whizzing by,

With a sneerful snort and hell-bound cry.

Good for this careless-made-sad world of ours,

Say it with safety and save the flowers.

INTERESTING MODES FOR THE SPORTSWOMAN

*French Designers Have Fashioned Comfortable Garments
That Give Milady the Appearance of Being Well Dressed*



2400
Jacket
Costume

2439
Coat

2417 Jacket
Costume

TO have clothes especially devoted to the purposes of sport is not so much a matter of money as a knowledge of the mode and the use of that knowledge to the best possible advantage. The first thing to do is to select a sports style that is simple and becoming, just as one would select a frock for general wear. With this fundamental principle of style satisfied, it is easy to choose the accessories. Another important thing is to have comfort combined with the appearance of being well and carefully dressed. All of the new sports modes are ingeniously handled to preserve the fashionable silhouette, and very often the fashionable ensemble is also retained, so that modes for outdoor use are appropriate not only for various forms of athletics, but for general wear as well.

Patterns for Designs

The designs shown on these pages are supplied by *The Pictorial Review*, New York. Patterns may be obtained from any *Pictorial Review* agency.

The costume that is composed of a skirt, blouse and sweater or a one-piece dress and sweater is one that makes a strong appeal to all smart women. The overblouse and separate skirt are also an effective combination. There come unusually attractive outfits composed of knickerbockers, blouse and scarf—the fashionable scarf which winds itself around the hearts of all of Fashion's followers. An interesting version of the sleeveless sweater is made of soft yarn simulating the striped alpacas, the sleeves being omitted, but the neck so planned that it may or may not be finished with a collar.

Attractive also are the coat slip-ons designed for wear with separate skirts and overblouses of crêpe de Chine, pongee, etc. Many of them have narrow shawl collars rather than the collar bound with braid or

ribbon. Nothing is smarter, however, than the contrastingly bound sweater with deep armholes and no collar. Stripes and mixtures are given a decided place in the materials for winter sports costumes, also for one-piece frocks which serve purposes of sport and general wear. The stripes and plaids are featured in unusual colorings, reflecting in many instances the gorgeous tones of Fall foliage. Bright orange is frequently employed to introduce a colorful note in dark browns and bright blue and green are interspersed through deeper tones of the same shade.

All of the trimmings on sports garments, however, conform to the rules of severe simplicity. Handwork is seen very often as the decorative note for sports blouses. The accessories include scarfs of brushed wool and silk, gloves of suède or heavy kid, jaunty little hats of suède, kid, corduroy and velvet, stockings of cashmere or silk and wool mixture, heavy, but well-cut and beautifully styled oxfords and belts in a great variety of materials. While belts for dresses are constantly growing in size, narrow belts are used for the strictly sports types. Many frocks follow the beltless mode entirely.

Ideal for the sportswoman is a straightline frock in a silk and wool mixture with a slight suggestion of éponge in the weave. The neck is cut into a very deep V at the front and bound with silk braid. The sleeveless armholes are also cut quite deep and finished in a similar manner as the front. Worn with the dress is a guimpe of silk crêpe de Chine, with round collar, short sleeves and turn-back cuffs. This new material is extremely practical and being of the non-crushable variety, it is sure to find great favor with women who spend much of their time out of doors.

Fabrics go and fabrics come, but jerseys, like the straightline frock, go on with a merry increase of popularity and new records for service and chic. They are developed into straightline frocks, separate skirts, short jackets and sweaters. Box and three-quarter length jackets for sports wear carried out in flannel are also extremely smart. They follow the general trend of tailored models.

There are embroidered effects for the woman who must have a touch of handwork about her sports attire. These are expressed in simple initials and monograms of effective design and also in tiny borders in stitched woolen yarn which sometime take the place of bindings and braid edgings. Still another decorative note is a lacework detail delineated in self-fabrics. Intricate designs are thus executed, forming a variety of lattice work patterns in scroll and interlaced motifs. These interesting designs are set on cuffs, pockets and in openings of V-shaped necks as monogram appliqués. Both woolen and silk materials are worked in this manner.

Paris designers of sports apparel will continue to use silks, of which there are many new varieties, throughout the winter. These come in plain and novelty self-patterned textures. Plaited skirts of colorful silks worn with over-blouses of crêpe are still among the most attractive of sports garments.

Lesson In Home Dressmaking A New Development of the Long Tunic That Lends Height to the Figure

FASHION, concentrating on daytime frocks for well-dressed women, gives interesting variety to the long tunic, which is going to be a vogue of the season to come as well as the one into which we have already entered, speaking from the standpoint of style. This dress belongs to the group of semi-tailored models which may be developed in silk cashmere, kasha, alpaca, satin or bengaline. It is an ideal garment for daytime wear and lends height to the figure by its beltless treatment. The lower edge of the tunic may be trimmed with a band of fur, vel-



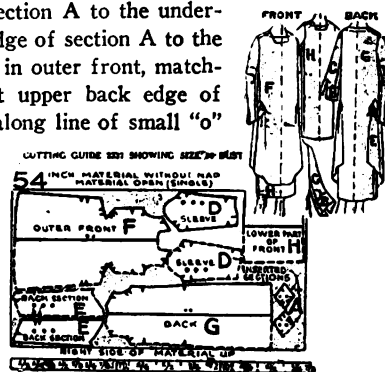
Beltless Tunic Frock

vet or braid. In medium size the dress requires $3\frac{3}{8}$ yards 54-inch material, with one yard lining for upper part and $1\frac{3}{4}$ yard of fur or braid for trimming.

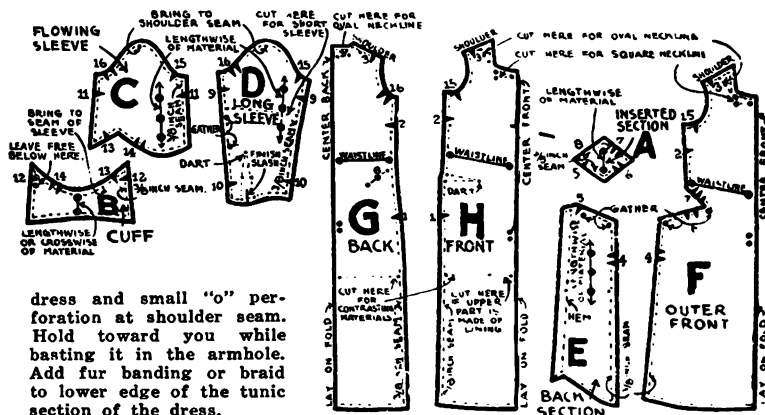
The outer front and the attached back sections are gathered to the lower edges of the inserted sections at the sides. Buttons trim the long, closefitting sleeves. In order to cut the dress so that it will fit perfectly and no material will be wasted, follow the guide, laying each section of the garment on the material as indicated. The perforations and notches should be carefully noted and indicated, so that the dress may be put together in the sequence given.

When beginning to make the dress, first take up a dart in the front of section H, bringing the corresponding small "o" perforations at the underarm edge together, and stitch, ending the dart at the single small "o" perforation. Arrange section F on front H with center-fronts, shoulder and under-arm edges even. Close the under-arm and shoulder seams, leaving under-arm edges free below the opening. Join back section E to outer front F, matching double notches and turn hem at back edge on small "o" perforations. Gather outer front and back section E between "O" perforations and sew the lower edge of section A to the gathered edge as notched. Bring the point of lower section A to the under-arm seam, and sew upper edge of section A to the upper free edge of opening in outer front, matching triple notches. Adjust upper back edge of back section E on back G along line of small "o" perforations.

Next, take up a dart in the long sleeve D, bringing the corresponding small "o" perforations together, and stitch. Leave slashed edges open and finish for closing. Gather sleeve between "O" perforations and close seam as notched. Sew sleeve in armhole as notched, with seam at under-arm seam of



Pictograf No. 2337



dress and small "o" perforation at shoulder seam. Hold toward you while basting it in the armhole. Add fur banding or braid to lower edge of the tunic section of the dress.

Dress No. 2337. Sizes, 16 to 20 years and 34 to 48 inches bust. Price, 35 cents. Pictorial Review patterns on sale by local agents.



While you are giving— give health

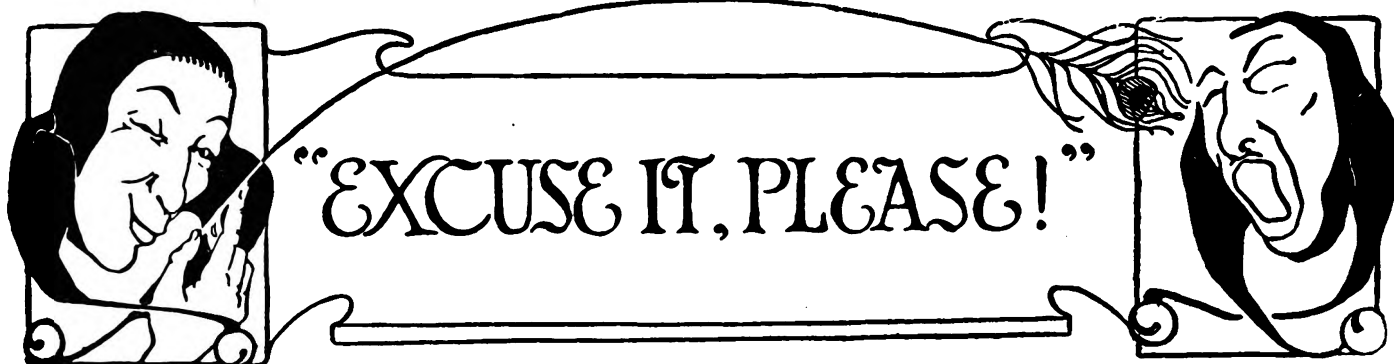
THE greatest gift of all is health. You can give that priceless treasure of health to many this Christmas. Buy Christmas Seals. Everywhere are solitary sufferers and whole families stricken by the Great White Plague. Often they have no help except that furnished by the Tuberculosis Associations, which are financed by the annual sale of Christmas Seals.

Give—and feel the joy that comes with giving. Buy Christmas Seals. They have helped stamp out half the ravages of consumption. Buy Christmas Seals, and help stamp out the dread disease entirely.



STAMP OUT
TUBERCULOSIS
WITH
CHRISTMAS
SEALS

THE NATIONAL, STATE, AND LOCAL TUBERCULOSIS ASSOCIATIONS OF THE UNITED STATES



The Meanest Man

The meanest man in the world? Why he's the fellow who goes out in the back yard on Christmas eve with a shot gun and after shooting it off comes back into the house and tells the children that Santa Claus has just killed himself.

Oh, Hang!

Mrs. Goodheart: "I am soliciting for the poor. What do you do with your old clothes?"

Mrs. Hardup: "I hang them up very carefully every night and put them on again the next morning."

Who Was Shot and Who Was Not?

A duel was lately fought by Alexander Shott and John S. Nott. Nott was shot and Shott was not. In this case it was better to be Shott than Nott. There was a rumor that Nott was not shot, but Shott avows that he was not, which proves either that the shot Shott shot at Nott was not shot, or that Nott was shot notwithstanding.

It may be made to appear on trial that the shot Shott shot shot Nott, or, as accidents with firearms are frequent, it may be possible that the shot Shott shot shot Shott himself when the whole affair would resolve itself into its original element, and Shott would be shot and Nott would be not.

Some folks think, however, that the shot Shott shot shot, not Shott, but Nott.

Can you tell who was shot?—*Byck's Broadside.*

A Boomerang

The husband, who had a great habit of teasing his wife, was out driving in the country with her, when they met a farmer driving a span of mules. Just as they were about to pass the farmer's rig the mules turned their heads toward the auto and brayed vociferously.

Turning to his wife, the husband cuttingly remarked, "Relatives of yours, I suppose?"

"Yes," said his wife sweetly, "by marriage."

An Easy One

Mike: "This is a great country, Pat."

Pat: "And how's that?"

Mike: "Shure, th' paper sez yez can buy a foive dollar money order for three cints."—*San Francisco Examiner.*

Wot a Life!

"Yes," mused the Old Timer, "when a man's single, he's free. After he's been married a year, he's usually fastened to a bawl and jane."—*American Legion Weekly.*

Down On The Farm

Mrs. Perkins: "Pa, I honestly believe you enjoy the radio better'n you do the party telephone!"—*American Legion Weekly.*

Scots Wha Hae—and How They Do It

"How did you screw up your courage to propose to the rich Mrs. MacTayish, Sandy?"

"Losh, mon, 'twas jist awfu'! I'd sworn I'd do it come Monday night, so I took her for a bit of a ride in a taxicab, and wi' one eye on the wee meter tickin' awa', I had her won at the end o' sixty cents."

Another Mean One

Hans Schmidt was reputed to be the meanest man in the neighborhood. He died. His body was placed in the grave, and, according to an old Pennsylvania German custom, the people stood around the open grave, waiting for some one to say some good thing about the deceased before filling the grave. After a long wait, Gustave Schultz said: "Well, I can say joost one goot thing about Hans; he wasn't always as mean as he was sometimes."

Another Nice One

This conversation was overheard in a city garage.

"Good morning, Mr. Levi, I hear you have decided to buy a new car, what kind will you get?"

"Oh, I think I'll get myself a nice Ford. What kind have you?"

"I have a Pierce Arrow."

"Vell, dat's a nice car, too."

An All Embarrassing Confession

Preacher: "Rastus, do you take this here woman for better or worse?"

Rastus (speaking from force of habit): "Pahson, Ah shoots de whole works."

What's Begun Should Be Finished

Customer: "I hear Jones has selected six bankers to act as pall-bearers."

Richards: "Well, they've carried him for years, they might just as well finish the job."



©Life Pub. Co.

HIS FIRST RADIO CONCERT

Announcer: *This is station O. U. J. All those who have enjoyed this marvelous opportunity to hear the classic saxophone solo as just played by Prof. Ignatz Blowsky, the uncrowned king of the jazz world, will please write their appreciation to the Radio Company, number 20 Buzz Street.*

Rustic: "I THOUGHT THERE'D BE SOME CATCH IN THE DERN THING, NOW I GOT TO WRITE A LETTER."

37.05
BE



BELL TELEPHONE NEWS

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JANUARY 1925

O, King of Infinite Delight

Winter - - - -

*You bring with you splendors brighter than
Summer knows; or Autumn with its harvest, its
luscious fruits, its woods all flushed with brilliant
hues.*

*When January's slant sun pours its molten
gold across a snow-swept woodland or a field; when,
after a storm, the chill moonlight floods the air,
iridescent with diamond dust,*

*Then, O, Winter, we call you Ruler of a
Magic Realm.*

But Winter - - - -

*You bring joys more perfect than your beauty;
you bring the simple, home-born happinesses, the
fireside pleasures.*

*During your long evenings, we live again in
the World of Romance as we take our favorite
books from the shelf and nestle luxuriously beside
a blazing fire.*

*When your mad wind blows through the night;
when your storms and snows made the outside world
a Siberian desert of powdery drifts and glittering
icicles, and we are snug and warm within—*

*O, Winter, then we crown you King of Infin-
ite Delight.*

BELL TELEPHONE NEWS

Volume 14

CHICAGO, ILL., JANUARY, 1925

Number 6

ONE GOLD, SIX SILVER VAIL MEDALS AWARDED

Four Men and Three Women Receive Recognition for Noteworthy Acts of Courage and Devotion to Public Service

ONE gold medal and six silver medals have been awarded to employees of the Bell System by the national committee for 1923 under the terms of the Theodore N. Vail Memorial Fund. A cash award of \$500 accompanies the gold medal and \$250 is awarded with each silver medal. No Illinois Bell Telephone employees are included in this award which is the fourth of its kind since the establishment of the memorial fund in 1920 jointly by Mrs. Theodore N. Vail and the American Telephone and Telegraph Company.

The report in full of the National Committee of Award is as follows:

To the Trustees: Theodore N. Vail Memorial Fund.

In reviewing the awards for 1923 of Theodore N. Vail Medals in bronze, made by the committees of Bell System Associated Companies, the National Committee has had the benefit of three years' experience in the administration of the plan.

During this experience, it has become evident that, of the inspiring number of noteworthy acts of courage and devotion to public service reported by the Associated Companies, the National Committee must select for its consideration the outstanding cases which reveal the highest degree of some or all, of the attributes of judgment, initiative, resourcefulness and courage; which utilize to the greatest extent some resource of Bell System plant

or organization; which at the same time accomplish the largest measure of service in the public interest; and which represent emergencies not created or due to the fault or neglect of the person concerned.

The following national awards for gold and silver medals have been made after a careful weighing of all of these considerations:

A gold medal, with a cash award of \$500, to Charles Erwin Rider, station installer, Southwestern Bell Telephone Company, Guthrie, Okla.

Citation

For courage, prompt action and resourcefulness in restoring the public service.

On June 5, 1923, Charles Erwin Rider, at the peril of his life, restored telephone service when derailed cars of a freight train carrying gasoline and oil exploded on the railroad bridge over the Cimmaron River near Guthrie, Okla., turning the river into a blazing flood and destroying important telephone wires in close proximity to the bridge. Hearing the explosion, he immediately proceeded to the river but finding no boat in which to cross, hurried to a lake several miles away where he obtained one and transported it back to the river on which he launched it, repeatedly crossing within a few feet of the blazing bridge on

President Thayer Sends New Year's Greeting

Mr. Thayer's Message

W. R. Abbott, President,
Illinois Bell Telephone Company:

To the older employees in the Bell Telephone System, on the completion of another year of service, we would like to extend congratulations, and to those who have entered the service within the past year, a welcome. For all, we hope that it has been a year of good health, prosperity and happiness, and that there are many such years to come. It has been a year of good accomplishment for the Bell Telephone System, and for that, as we have each contributed, we may take satisfaction. For cordial and helpful association with us, we would express our hearty appreciation. Will you extend our greetings and good wishes to those connected with the Illinois Bell Telephone Company?

(Signed) H. B. THAYER.

Mr. Abbott's Reply

H. B. Thayer, President,
American Telephone and Telegraph Company:

All the employees of the Illinois Bell Telephone Company wish to reciprocate in full measure the good wishes contained in your New Year's telegram. The passing years bring greater responsibilities to our older employees, and the steady growth of our business creates opportunities for an ever increasing number of new ones, who are attracted to our service by the splendid conditions of employment prevailing in the Bell System. The members of our organization appreciate the ideals of the Bell System, and during the coming year will strive, through devotion to the public service, to realize these ideals. We extend New Year's Greetings to the staff of the American Telephone and Telegraph Company and the entire Bell organization.

(Signed) W. R. ABBOTT.

which there still remained a partially demolished tank car threatening further explosions, and with the aid of fellow-employees, restored telephone service by installing temporary circuits.

A silver medal, with a cash award of \$250, to Charles Nepier Wolever, senior central office man, The Bell Telephone Company of Pennsylvania, Pittston, Pa.

Citation

For courage and intelligent action in maintaining the public service.

Early in the morning of January 31, 1923, Charles Nepier Wolever was notified that the central office building at Wyoming, Pa., was on fire. Hurrying to the building about three miles away, he found that the fire had gained such headway that it blocked the entrance to the office located on the second floor. Obtaining a ladder from the firemen he entered the smoke-filled office through a second story window and, finding a fire under the switchboard, summoned assistance to help extinguish it. Despite the heat and smoke he connected outgoing telephone circuits with a pay station in a nearby store and arranged for an operator to be stationed there, assisting meanwhile in the removal of office records and prevailing upon the fire chief to avoid damage by water to the telephone apparatus in the central office.

A silver medal, with a cash award of \$250, to Muriel Annetta Cruikshank, night operator, The Bell Telephone Company of Pennsylvania, Wyoming, Pa.

Citation

For courage and initiative in the maintenance of the public service.

Early in the morning of January 31, 1923, Muriel Annetta Cruikshank was notified by a passer-by that the central office building in which she was on duty, had caught fire. After trying without success for several minutes to reach the firm alarm station, she removed the office records to a place of safety and ran to the street, without hat or coat, to summon aid. Returning to the operating room by a ladder which, in the meantime, had been raised by a fellow-employee to enter the office, she remained at the switchboard and continued to furnish service until both she and her fellow-employee were compelled to leave because of the smoke and heat.

A silver medal, with a cash award of \$250, to Louis Leon Gauthier, cable splicer's helper, Cumberland Telephone and Telegraph Company, Shreveport, La.

Citation

For exceptional courage in saving the life of a fellow-employee at great personal risk.

During a severe electrical storm on April 2, 1923, while Louis Leon Gauthier was assisting a cable splicer who was at work in a nearby manhole, lightning struck in the immediate vicinity, igniting gas in the manhole. Without regard for his own peril, he reached down through the flames and saved his fellow-employee from almost certain death, both being badly burned.

A silver medal, with a cash award of \$250, to George Herbert Mann, cableman, The Mountain States Telephone and Telegraph Company, Phoenix, Ariz.

Citation

For courage and resourcefulness in rescuing a fellow-employee from extreme peril.

On July 7, 1923, George Herbert Mann discovered that his fellow-employee working on a pole had come in contact with an aerial cable that had become charged by a lighting circuit. Seeing that his fellow-employee was hanging limp upon the cable, he

climbed the pole, secured the unconscious man to it with his safety belt, lifted him away from the cable, and supported him until consciousness returned, thereby saving him from a certain fall to the pavement twenty feet below.

A silver medal, with a cash award of \$250, to Mrs. Myrtle Ethel Hadley, substitute operator, Southwestern Bell Telephone Company, Snyder, Okla.

Citation

For outstanding fortitude and devotion to the public service despite extreme personal distress.

On the night of March 22, 1923, while Myrtle Ethel Hadley was on duty, she learned that the walls of a well that was being sunk had caved in, probably burying her husband and several other workmen. Though overwhelmed by the personal import of the tragedy, she remained at the switchboard to summon help and furnish telephone service. Hearing thirty-five minutes later that her husband was alive, though severely injured, she stayed at her post until a relief operator arrived to maintain service.

A silver medal, with a cash award of \$250, to Mrs. Alice C. Tillinghast, Class F, agent, New England Telephone and Telegraph Company, Housatonic, Mass.

Citation

For courage, alertness and loyalty to the public service.

At midnight on April 21, 1923, Alice C. Tillinghast was on duty when fire broke out in a nearby block of wooden buildings. She promptly summoned aid from neighboring communities, rang on all the telephone circuits to warn telephone subscribers, directed the safe removal of office records, and continued to operate her switchboard, though the building in which the central office was located was ablaze and the destruction of her own home seemed certain.

(Signed) H. B. THAYER,
E. K. HALL,
E. S. BLOOM,
J. J. CARTY,
J. D. ELLSWORTH,
—Committee.

Way Back When

By E. H. Drew

ONE day back in 1897 I visited our exchange at Aurora on my usual round and found the chief operator in a laughing mood. A farmer had just left the office after talking with his brother in another town, this being the first time that he had used a telephone. The chief operator after getting his brother on the line had said,

"Just step in the booth and talk."

The farmer complied by opening the booth door, putting his head in and saying in a loud voice, "Oh, John, I would like to have you send me a man for a week."

Hearing no reply he turned to the chief operator questioningly and she, repressing her mirth, showed him how to use the telephone. This was before the day of farmer-lines and few farmers had even seen a telephone.

The Aurora Office at that time occupied a small flat over a store and, according to an old notebook of mine, the rental was \$23 per month. Frank H. Work was manager, Mrs. Nellie Record, cashier and collector, and there were three day operators, N. Bishop, M. Alma, M. Britz; a night operator, Miss G. Work, and a repairman, E. W. Artsman. Aurora Exchange boasted about 500 telephones in service at that time. There are now 10,400.

Absence often makes the heart of a man grow fonder—of somebody else.

First Bell System General Directory Conference Held

(See Picture on Pages 18 and 19)

THE first general directory conference of the Bell System ever held took place in Chicago, December 3 to 10, inclusive. In the past, sectional conferences and directory survey meetings have been held, but the honor of the first general conference came to Chicago. The conference was under the direction of F. P. Valentine, assistant commercial engineer, and O. C. Lyon, directory problems engineer, of the American Telephone and Telegraph Company. A. R. Bone, general commercial superintendent, acted as host for the Illinois Bell Telephone Company at a dinner given to conferees on the evening of December 3, in the Marine Dining Room of the Edgewater Beach Hotel. A souvenir program in facsimile of the Chicago Directory cover was prepared by the Illinois Bell Directory Department.

The directory is a very important part of the telephone business as was evidenced by the several papers presented by Mr. Lyon and his assistants and the earnest discussions of the subjects presented by the many Associated Companies' representatives. Following is an outline of the conference and a list of the subjects discussed:

- Purpose and Plan of Conference—O. C. Lyon.
- Directory Developments and Revenue Possibilities—O. C. Lyon.
- The Telephone Directory, Its Functions and Ends to Be Accomplished—M. C. Hale.
- Directory Advertising Rates—O. C. Lyon.
- Directory Advertising Sales—J. H. Atchison.
- Preparation of Display Advertising (Copy Service)—H. W. MacNair.
- Directory Compilation (Preparation of Printer's Copy)—A. F. Swanton.
- Directory Printing—H. S. Lovell, Jr.
- Directory Distribution and Maintenance—E. S. Howe.
- Programming and Administering Directory Work—E. S. Howe.

While all the papers were very interesting and discussed freely, the outstanding feature of the conference was the new form of Business Classified Section changing from a horizontal to a vertical type of treatment, which will be a very marked improvement over the present form, giving to the public a much better reference medium than has been possible under the present arrangement. Much interest was manifested by all the conferees. The first classified section to appear in the new form will be the January, 1925, issue of the Minneapolis directory, of the Northwestern Bell Telephone Company.

W. E. Farnham, local traffic engineer, American Telephone and Telegraph Company, was also present part of the time, and spoke to the conferees on the importance of directory accuracy and arrangements as an aid to the Traffic Department in the rendering of service.

The Illinois Bell Telephone Company was represented by A. M. Ramsay, directory superintendent, and R. W. Nelson, B. Mosk, Miss Fenholt and Miss Paus of his staff, who were active throughout the conference in supervising details.

Here are the persons who attended the conference and whose pictures appear on pages 18 and 19: O. M. Hancock, H. E. Prevost, E. H. Hylander, J. H. Atchison, J. H. Parker, F. S. Whitman, A. B. Chapman, E. E. Binder, W. P. Norris, G. R. McCully, C. B. Smythe, I. G. Carl, G. N. Brewer, O. C. Lyon, A. M. Ramsay, C. E. Rolfe, P. W. Eldridge, W. M. Graham, B. P. Brown, J. L. Smith, F. F. Ziegler, H. G. Woodward, J. J. Lambert, M. J. Meagher, H. S. Lovell, W. R. Whitaker, J. T. Tierny, A. L. Clark, O. C. Miller and R. M. Mandell, H. C. Kulling, H. H. Whipple, D. W. Hughes, G. B. Wellbaum, A. F. Niehausen, D. W. Storer, C. A. Cora, A. W. Bethell, T. F. Garland, R. S. Martin, A. F. Swanton, E. G. Fensler, C. H. Dobson, J. E. Southerton, E. P. Valentine, B. Mosk, R. W. Nelson, E. S. Howe, J. R. Collins, T. Berrier, J. F. Allen, R.

E. Felix, C. W. Morgan, H. E. Scribner, R. L. White, C. E. Corbett, L. R. Watkins, M. C. Hale, C. J. Neumier, L. L. Sutton, E. S. Higgins, A. B. Curry, A. K. Woods, Earl Lowry, H. W. MacNair.

Public Ownership Advocates Recants

OLE HANSON, mayor of Seattle when that city took over its street railway system, used to be a strong advocate of municipal ownership. Now he says that while public ownership is all right in theory, it is all wrong in fact. The reasons for his change of belief are given in an interview in a recent number of the *Journal of Electricity*. Among them are:

"In the first place, municipal properties are immediately removed from the tax roll, thus increasing the burden upon the taxpayer in general.

"The loss of efficiency in the operating staff resulting from municipal ownership is a well-recognized phenomenon. Municipal or government ownership is synonymous with more jobs, more pay, less work.

"Few if any municipal projects are ever constructed within the original estimates. Political promises are made, an undertaking started, and from that day on the cry is for 'money, money, money.'

"Every man's job in a private company depends upon his making good. * * * In a municipality the job often depends on political control, influence or votes. Because of this, municipal enterprises are usually over-manned. * * * Two job-seekers are placed on the payroll when one could do the work."

Tells How Telephone Book Aids Libraries

SPEAKING recently before the members of the Library Institute in Boston, Frank H. Chase, reference librarian, termed the telephone book one of the best reference books in the library. By consulting it he said he could communicate with someone who could give the sources of the information and the answers to troublesome questions that citizens frequently ask. The secret of success, he declared, lies in the librarian's ability to use the telephone book.



"LET'S FATTEN HIM FOR THE NEXT YEAR"

"THE SCHOOL WITH A SMILE"

Where Telephone Boys and Girls Continue Their Education After Coming to Work With the Company

ONE hundred or more bright-eyed, rosy-cheeked telephone lads and misses are pupils in the Illinois Bell Telephone Continuation School, a branch of the Commercial Continuation School at 607 Plymouth Court, Chicago. This school is conducted the year round and is provided for by law, which requires that all children who leave full time school before the age of eighteen to engage in any kind of work must, until they reach that age, spend at least eight hours each week in Continuation School. To make the compliance with this law and the regulations of the Board of Education as convenient as possible both for the boys and girls themselves and for the business of the departments in which they are employed, the Illinois Bell Telephone Company arranged to have the branch school in the Bell Telephone Building.

The Commercial Continuation School is a regularly constituted high school belonging to the Chicago Public School system. It is under the direction of the Board of Education and is supervised by William Bachrach.

The instructor of the telephone branch of the school is Luther B. D'Armond, who has had much experience in this work and who has been very successful in the school since it was established. Mr. D'Armond is an enthusiastic believer in the youth of America. He loves every boy and girl in his school as if the child were his own flesh and blood, and he is proud of them as well, for the school maintains a very high average in comparison with sim-

ilar schools in other industries.

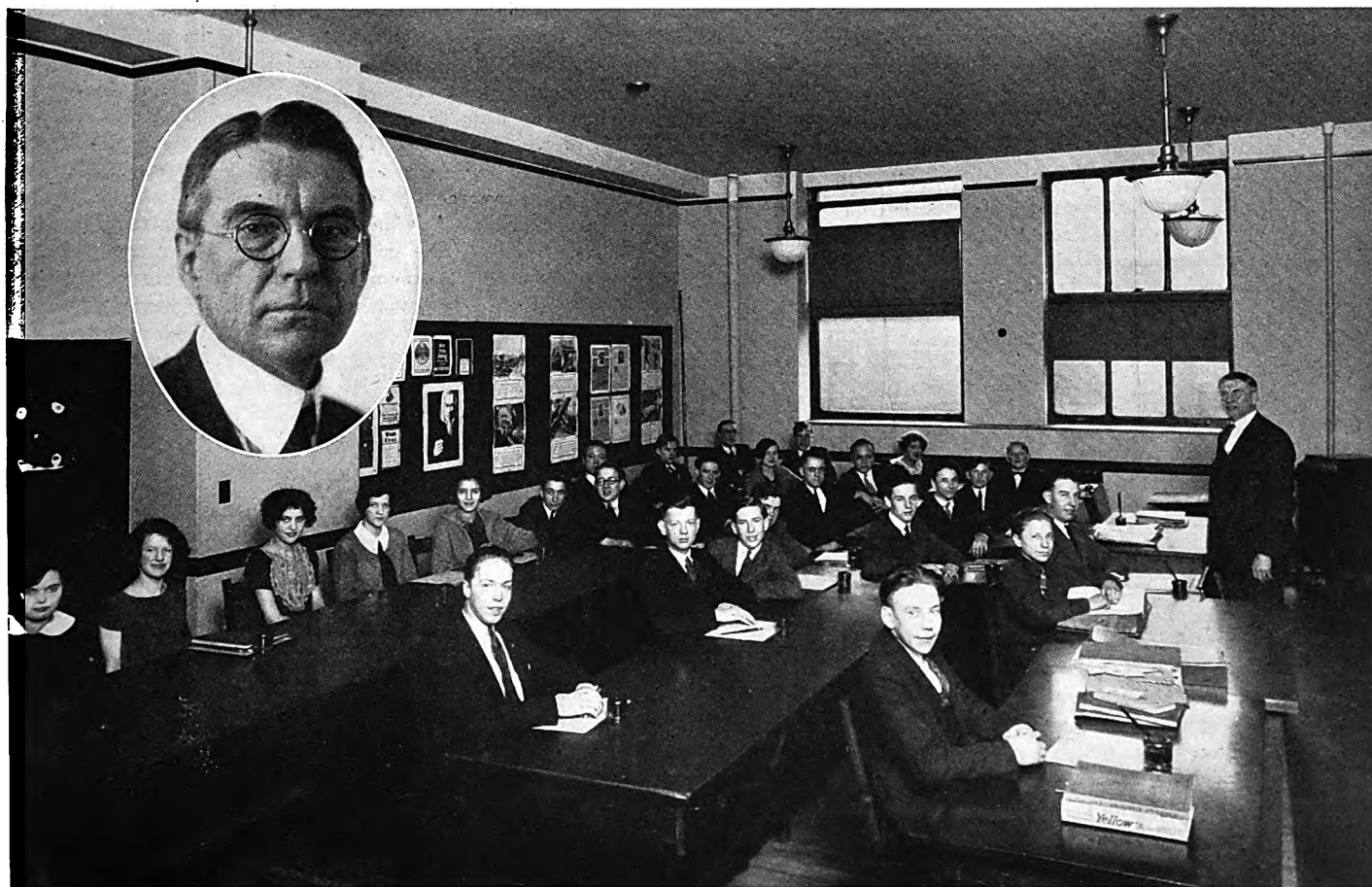
The following story of experience in the school, which is called "The School With a Smile," was written by Miss Lillian Lund, one of the pupils. Miss Lund also graduated recently from the Shorthand Department of the Carl Schurz High School.

"I wish to tell you about my experiences in 'The School With a Smile.' First of all, I will tell you the secret of the school's success which is 'Happiness.' The admission to this big little school is one smile. If the corners of your mouth are turned down and you look cross, you may not enter. You will be barred until you come with a smile and an air of cheerfulness. Those who are happy work better. Perhaps that is why the work of the Continuation School students is so excellent. In 'The School With a Smile' the students receive individual instruction and advance according to their ability. Our school motto is 'Courtesy, Coöperation, Loyalty and Accident Prevention.'

"The following is an outline of the subjects taught in the 'School With a Smile' which will be of general interest to everybody.

"English is the major subject and is expressed in every article on every lesson sheet.

"Current events is a subject that teaches the student to read the newspapers and pick out the articles which are of general interest. Looking through the papers the student will discover a



ONE SECTION OF THE TELEPHONE CONTINUATION SCHOOL IN SESSION
INSET—LUTHER B. D'ARMOND, INSTRUCTOR



UNIQUE BULLETIN BOARD IN CONTINUATION SCHOOL

This board is probably one of the largest, if not the largest of similar boards in existence. It is used to convey to the boys and girls in the Continuation School all sorts of messages, including accident prevention, health and hygiene as well as current events. Every pupil is required to look over this bulletin board every day that he attends the school and be prepared to answer questions on the displays shown on it. It is considered one of the most effective methods of providing instruction.

suitable article. He will then copy it and read it over again, in other words, every student is required to check and to prove his work before it is handed in and nothing is accepted unless it is the best possible work. The Bulletin Board is very beneficial to the student in every subject. The Bulletin Board is changed for every class. Material is posted on it and every pupil must read the Bulletin Board every day. It is an absolute requirement.

"Civics is one of our most important subjects. In the course of study Mr. D'Armond teaches us to realize that we are citizens and that we will very soon be voters. This subject deals with our country and our city. Many interesting articles are written by the students which prove beneficial to the writer and to the reader. Last November we voted for president. Sample ballots were procured for the students. The slogan was "Register Before Voting." Everybody registered and then voted. 'The School With a Smile' knew one week before the rest of the American citizens that Calvin Coolidge would be our next president.

"An amusing incident happened one day when Mr. D'Armond asked the students to write an article on the 'High Lights of Chicago.' One boy handed in an article with the following sentence: 'The highest light in Chicago is on top of the Wrigley Building.'

"Accident prevention has an important place in 'The School With a Smile.' An outline of twenty-seven lessons has been prepared for class use, covering the principal hazards of street and home. One of the lessons includes a check list for home inspection. The students who can draw are encouraged to submit cartoons, and slogans are frequently received.

"Fundamentals of business is one of the most popular subjects in the Continuation School. The object of this subject is to teach the student the primary or principal facts of business. When a young man or woman enters the business world he or she must cultivate 'self-help.' In Fundamentals of Business the student is given ample opportunity to develop this important capacity, to show that he knows how to do things on his own initiative.

"Clerical Practice is business routine. In addition, practice

is provided in the simpler processes of arithmetic. Nothing will be accepted in this work below 100 per cent because it is either right or wrong. We are taught to get into the habit of doing it just right and not a little wrong. In this clerical practice I was very much interested in one particular problem which might be called the 'Expense of Idleness.' A report shows that the payroll of the Illinois Bell Telephone Company exceeds \$32,000,000 per year. There are approximately 25,000 employees. We figured out the average pay for one employee for one minute. Then we supposed that 1,000 of the employees of the 17,000 in the four buildings idles away one minute. What would it cost the company in 'idleness?' The figures were astounding for the year and I, as well as the other students, learned that 'idleness' is an expensive business to any concern. Mr. D'Armond teaches the students to draw graphs. One of the pupils, a boy at that, asked if he could learn 'grafting.' However, that's one thing we do not teach.

"History is the building of citizenship. The object of history is to explain the meaning of human life, as revealed in the records of the past. In history we have twenty lessons sheets regarding our constitution. We found it interesting to know the formation of our government from the beginning to the present day.

"Before we are employed the telephone company gives us a careful health examination. We are well when we are employed and our hygiene work is devoted, not to getting well, but to keeping well. Large and small posters furnished by the company are placed on the large bulletin board. In addition to this we have circulars and instructions from the Health Department.

"I always enjoyed the stories, which were plentiful, and especially those which left an impression upon the student body which they can never afford to forget. I would be glad to tell you several but for lack of space, one or two will suffice. One day the boys and girls were not working as they should. Instead of reprimanding, Mr. D'Armond gave the following story: 'I visited my home in Tennessee this summer and one day met up with astus. "Hello, Rastus. How are you getting along these

days? Are you as busy as ever?"

"Sho, boss. Never so busy in all my life. It takes all morning to do my own work and all the afternoon I'm busy letting the other fellows' work alone."

"We saw the point and knew that it meant 'Attend strictly to your work and you will have a good steady job.' The result was well worth while."

"On another occasion the school was a little bit noisy and Mr. D'Armond quieted them with this story: 'I was waiting for the train this morning and an engine came by. It was puffing, knocking, squeaking and making all kinds of noise. In the meantime another came by pulling nine passenger coaches, and it was making very little noise. I wonder why?'

"We all got the point and one girl, a little braver than the rest, spoke up with the following quotation: 'An empty wagon makes lots of fuss.' I noticed that the room was quiet after that."

"No wonder we are devoted to 'The School With a Smile' as 'The School With a Smile' is devoted to us."

"I have given you only in brief what we are doing. Many other things I would like to tell you, but I wish to assure you of four things, we learn absolutely:

"How to be courteous.

"How to coöperate with our supervisors.

"How to prove our loyalty, and

"How to prevent accidents."

"I am sure you would enjoy a visit to the school and we will prove to you it is a 'School With a Smile.'"

Pioneer Traffic Home Hygiene Class Graduated

PIONEERING is not out of date in the telephone business. This was amply proved on December 15 when fifty-five girls of Main and Franklin Offices, Chicago, received the first Red Cross Home Hygiene certificates ever given to Traffic Department employees of the Illinois Bell Telephone Company.

So proud were the girls, their teachers and supervisors of this achievement that the presentation was made somewhat of a ceremony. The girls met at five-fifteen in the Visitors' Headquarters, Room 1802, 212 West Washington Street, Chicago. Miss M. T. Reuse, traffic personnel supervisor, gave a brief talk commending the work of the Misses Josephine Mark and Gertrude Nolan, visiting supervisors, who were the nurses in charge of the classes, and complimenting the girls on their splendid enthusiasm and fine work.

After her talk, Miss Mark distributed the certificates to Hortense Du Bois, Madaline Schyring, Genevieve Stewart, Minnie Kriegmas, Edith Lieraag, Balbina Gurski, Phyllis Richter, Anna Gilmartin, Gertrude Burke, Lillian Schaefer, Johanna Slaterits, B. Frawley, Ruth O'Reilly, Ruth Shaw, Mary McQuaid, Marie Gleason, Wanda Krugjohn, Katherine Tucker, Gwendolyn Huxley, Mildred Huff, Anna Lambert, Virla Fritz, Mary Ferguson, Julia Burns, Evelyn Kneever, Helen Wellston, Gertrude Regan, Wanda Zawadski, Anna Pack, Marie Henning, Margaret Dunne, Elizabeth Wivinis, Anna Wivinis, Esther Nordbye, Ellen Fahy, Adaline Sack, Alma Miller, Marie Hartney, Mary Ruzicka, Helen Smuks, Amelia Haneman, Catherine Cronin, Isabel M. Palmer, Della Curtin, Verdella Solcjaks, Mary Miller, Agnes Meyers, Irene Van Derslice, Rose Cikanek, Marie Kordlick, Mathilda Richhardt, Mayme Katz, Marie Hinkes, Edith Hagel and Libbie Becvar.

F. A. dePeyster, Chicago traffic superintendent, gave his opinions of the great value of a knowledge of home hygiene, care of the sick and first aid. He told the girls of illnesses and disabilities that might have been prevented if first aid methods had been applied.

Miss Estelle R. Weltman, director of the Department of Home Hygiene and Care of the Sick for the Chicago Division

of the Red Cross reviewed the course and spoke of the fine work the girls had done. M. B. Castle, traffic manager of Main Office, and H. T. McMahon, division traffic superintendent, Chicago, were also present at the presentation.

Exportation of Telephones Was Begun in 1878

ALTHOUGH the first commercial telephone exchange in the world was not established until January 28, 1878, at New Haven, Conn., Bell telephones were shipped to Japan, China, Cuba and France some months before that date. The first foreign shipment consisted of two telephones which were sent on September 25, 1877, to Bavier and Company, Yokohama, Japan. Shipments followed soon afterwards to Havana, Cuba; Paris, France, and to China, the latter being sent at the request of Cheney Brothers, silk manufacturers of South Manchester, Conn.

Among the earliest commercial users of the Bell telephone in this country was the Farragut House at Rye Beach, N. H., dating from June 15, 1877; the firm of Washburn and Moen at Worcester, Mass., beginning on July 11, 1877; the city messenger of Boston in August, 1877; the Boston public library dating from August 7 of the same year, and the Forbes Lithograph Company, dating from September 6.

The first public utility company to adopt the telephone was the Boston Gas Company which inaugurated the service on October 15, 1877. The Fitchburg Railroad Company also installed a telephone in October of 1877. Harvard College dates its services from October 3 of that year and the Lewiston, Me., Gas Company from November 15. Evidently the first Fire Department to make use of the service was that of Fall River, Mass., which dates from September 18, 1877.

In 1877, beginning in June, an average of about twenty-five telephones was built a day and, as the demand grew greater, the number was increased to between forty and fifty a day before the end of the year. In 1924 the Western Electric Company was manufacturing nearly 1,000,000 telephones and using 30,000,000,000 feet of wire a year in the construction of telephone cable, but still the demand exceeds the supply.

How One Editor Met "Press Day" Problem

WITH only a few hours remaining before going to press, *The Eastern Underwriter*, an insurance publication, was confronted recently by a serious problem. One of the features of the issue which had been widely advertised was an interview of Rodman Wanamaker by a distinguished writer, Doctor Herbert Adams Gibbons of Princeton University.

On the morning of the day the publication was to go to press, it was discovered that the article by Doctor Gibbons had not yet been completed because of the inability to locate an agent named Simpson who had placed Mr. Wanamaker's insurance. In the emergency it was decided to attempt to get Simpson on the telephone and the help of the Long Lines Department of the American Telephone and Telegraph Company was enlisted.

Simpson was believed to be somewhere in Canada and every effort was made to find him there. The long distance operator finally located Mr. Simpson in Philadelphia and in about an hour's time he was in Princeton conferring with Doctor Gibbons. The insurance publication came out on schedule time with the Wanamaker article in full—thanks to the persistence and energy of the telephone operator.

The Telephone Booth

IT will surprise many people to learn that a telephone booth requires two hundred and forty-seven feet of lumber in its construction. Eight different kinds of wood are used in a single booth: chestnut, mahogany, maple, basswood, birch, poplar, pine and three-ply veneers.

P. H. BARRON WINS PUZZLE PRIZE

PHILIP H. BARRON, a clerk in the Construction Department, Room 701, 212 West Washington Street, Chicago, was the winner of the BELL TELEPHONE NEWS cross word puzzle contest.

Mr. Barron was one of the thirty-seven employees who solved correctly the cross word puzzle published in the December News, and also correctly deciphered the cryptogram which ran through it. As provided in the conditions for the solution of the puzzle, as published in the December number, the award of the prize was made from those whose solutions were correct.



SOLUTION OF LAST MONTH'S PUZZLE

Here is the cryptogram:

"Would you take ten thousand \$ for a faithful pr. (pair) of hands?"

"Would you prefer an auto to a nimble pr. (pair) of limbs?"

"Would your insurance money pay you for the loss of an I (eye)?"

"No, none of you would make an exchange.

"So, before you take a chance you had better ask yourself these questions."

A total of 320 answers came in. Of these, 173 were from women and 147 from men. They came from many towns and companies. Employees of the Chenoa Telephone Company, Chenoa; Vermilion County Telephone Company, Danville; Nashville Bell Telephone Company, Nashville, and National Telephone and Electric Company of Clinton, all worked out the puzzle. Several answers were received from persons who are not employees.

One solution came from Harry L. Gwinn, a former employee of the Cash and Report Section of the Accounting Department, who is now in the government hospital at Fort Lyons, Colorado. Unfortunately Mr. Gwinn's solution was not quite correct and could not be considered for the prize. An employee in the Engineering Department copied the design on a large sheet of paper and tinted the squares in various colors. The result was very artistic, but unfortunately this solution was not quite correct. Springfield, Decatur, Champaign, Peoria, Rock Island, Moline, Aurora, Ottawa, Elgin, Alton, Edwardsville, Joliet, Wood

River, Galva, Quincy, Bloomington, Geneva and practically all the towns in the Suburban Division were represented in the answers received. The Traffic Department sent in the largest number, 119, and the Plant Department was a close second with 112. General Offices sent in forty-two answers and the Commercial Department, forty-seven.

A typographical error in printing the definition of one of the words added an element of interest to the solution. The thirty-seven who solved the puzzle correctly, as well as a number of others who made errors in other combinations, ignored the typographical error and rendered the word correctly. The word in question is "sle," meaning "to slay," the definition of which was incorrectly published "to stay." A number of solutions were also incorrect in rendering the abbreviation of "fahrenheit" as "faht." instead of "fahr," which is the accepted form. A great many solutions had to be passed over because they rendered the word "Utica" as "Atica," forgetting that "Attica" has two "t's" and would not fit in the combination.

Mr. Barron, the winner, has been with the telephone company three years. He says that it is the first cross word puzzle which he ever attempted to solve.

This puzzle was designed by the Safety Bureau, under supervision of H. A. Mott, and was published as a part of the continuous effort being made by that department to impress on the minds of employees the necessity for care in their work and in their daily affairs, and the need of avoiding accidents. The large number of answers received, and the fact that many employees who did not send in answers undoubtedly worked on the puzzle, is accepted by the Safety Bureau as proof that the inauguration of the little contest was a success.

Private Ownership of Utilities

AGITATION for the public ownership and management of railroads, electric street railways, lighting and power plants, etc., finds its most formidable opposition in the steady growth of private ownership—not ownership by the few but by the many.

Private ownership of electric companies, for instance, is becoming widespread among persons of moderate means in the territory where the respective companies operate. In the northwestern states of Oregon, Washington, Idaho and Montana this movement has made great progress. During the seven years from 1917 to 1923 sales of 115,421 shares of stock to 14,162 persons were made, and the number of purchasers, either for cash or on time, is growing yearly. This movement has been in progress throughout the United States for ten years, during which 652,900 stockholders have been obtained for 5,047,407 shares and some companies have as high as thirty per cent of their customers as stockholders.

Each small stockholder has an interest in the good management and, especially in the case of the one who is a customer, in the good service of a company. Electric systems that are owned by the public are financed by means of bonds, which are tax-exempt and are therefore bought in large blocks by people of large incomes who live far from the scene of operation and take little interest in the plant so long as interest is paid regularly.

Popular ownership spreads knowledge and understanding of the facts concerning public utilities and obtains a hearing from the public for the case of private ownership under public regulation as against public ownership. All that is needed in order to discredit the latter policy in public opinion is to turn the light on the working of the rival policies and to induce the people to see and think. Socialism cannot stand against general, correct knowledge of facts, for it is a theory negated by experience.—*Value World*.

CHICAGO'S TELEPHONE GROWTH

Talk by A. R. Bone, General Commercial Superintendent, Radio-cast from Station WMAQ, Chicago Daily News, on December 4

THE growth of Chicago, in size and importance, has been one of the wonders of the modern world. A prairie village one hundred years ago, it was incorporated as a city eighty-seven years ago and will soon have a population of three million. At the age of forty-three years it had over 500,000 inhabitants, but doubled that in the next ten years, between 1880 and 1890; and then doubled its population again in the next twenty years. This is a remarkable record.

But even more rapid and remarkable has been the growth of the telephone business in Chicago. Since 1880, when there were only 2,500 telephones in the city, the number had doubled eight times by 1923 and is now 735,000.

In other words, Chicago now has about 23 telephones for each 100 of its population. This is nearly two and one-half times as many per 100 population as in Berlin; three and one-half times as many as in Paris; four times as many as in London; five times as many as in Vienna or Buenos Aires; and over six times as many as in the city of Glasgow, Liverpool or Manchester, England.

As a matter of fact if we omit Germany, Canada and Great Britain, there is no country in the world which has as many telephones in service as there are right here in Chicago. Even the combined telephones in service on the continents of Africa, South America and Australia do not total as many as are in service in the city of Chicago. Chicago has more telephones than Austria, Belgium, Greece, Hungary, Italy, Poland, Russia, Spain and Turkey combined.

An average of 3,400,000 local messages are used over these telephones every day; while 9,600 toll and long distance messages are sent and received each day, connecting Chicago with every section of the United States and Canada, and even with Cuba and Catalina Island. It is really remarkable that this large number of messages a day is so speedily and accurately disposed of.

In order to furnish this service, thirty-four central office buildings are required and eighty-one prefixes or office names, are in use. Subscribers usually refer to each of these as an exchange, although we, of the telephone company, consider that we have but one exchange in Chicago, and that each prefix represents but one of the many inter-connected units of that exchange. Each of the eighty-one units is connected with the others by direct trunk lines so that a local call may be completed between Rogers Park on the north and South Chicago, Pullman or Beverly Hills on the south, just as quickly as between two units in the loop area. Since each of the eighty-one units requires a group of trunk lines in each direction between it and each of the eighty other units, you can see that there is a total of 13,960 such trunk groups. Each one must be instantly available to the operators for use in switching one subscriber's line on to any other subscriber's line. We all think of Chicago as a great and intricate railroad switching center. But the size and complexity of even the railroad switches of Chicago are dwarfed by those of the telephone company.

The service of nearly 11,000 operators, besides a large number of supervisors and chief operators, are required to operate the switchboards and establish the connections between subscribers desiring to communicate with one another throughout every hour of every day in the year, and, besides the operators, there are 9,500 employees in other departments engaged in activities con-

tributing to the success of the service; in looking after work incident to making repairs; moving telephones from one address to another; constructing lines for new subscribers; taking new orders; making out bills and performing other duties essential to the giving of good telephone service.

In 1890 there were 6,500 telephones in service in the city of Chicago; one for every 169 inhabitants. In 1900 there were 27,000 telephones in service in Chicago; one for every sixty-four inhabitants. In 1910 there were 207,700 telephones or one for every ten inhabitants; in 1920, 575,800 or one for every five; while to-day there are 735,000 or practically one for every four inhabitants. In 1923 there was a net increase of 52,857 telephones in the city and it is estimated that the net increase this year will be approximately the same.

Such remarkable growth, continuing as it has with increased speed and momentum could not have taken place if at any time the service had not been worth much more than was charged for it. This is a most important and significant fact.

A second very important fact for all to remember is that the increased number of telephones, and volume of messages, could never have been supplied and operated by the telephone company had it not foreseen such growth several years in advance and been willing and able to raise and spend from fifteen to twenty millions of dollars a year in extensions to its plant. A modern utility such as the telephone cannot give the adequate and good service so necessary to a great city unless it can plan and build, continuously and confidently, long in advance of actual requirements.

About \$20,000,000 of new capital is required each year to build new buildings; construct additional underground conduits and install cables therein; erect new central office buildings and equip them with switchboards and other necessary and costly apparatus.

Two and a quarter million miles of wire are used in furnishing telephone service to these Chicago subscribers, or enough to encircle the earth eighty-nine times at the equator.

Let me now give you a few rules which, if followed, will have the tendency to improve your service:

1. Always consult the telephone directory if you are not sure of the correct prefix and number wanted. You should never try to remember a number, but should look it up to be sure you are right. This will not only save you time but it will avoid annoying another subscriber by a wrong number call. Memory is more or less uncertain, particularly when numbers are concerned. It is easy to get the figures of a telephone number transposed. There are two dozen different combinations possible with a number like "3596." Therefore, by always consulting the directory before making a call you will decrease the chance of getting a wrong number. Many people keep a list of the numbers they call most frequently. This is advisable, but care should be taken to check the list for corrections whenever a new directory is received, since number changes must sometimes be made.
2. Speak directly into the transmitter in an ordinary tone of voice with the lips about one-half inch away from the mouthpiece.
3. Give to the operator the prefix and the telephones number clearly, each digit separately with a slight

pause in the middle as "Hyde Park 1-2-3-7." Clear enunciation is helpful to all concerned.

4. After hearing the telephone operator repeat correctly the number you have given, answer her with some word such as "right," "yes" or "thank you."

5. Permit the telephone instrument to stand upright on its base. If tipped too far over it will not work at all.

6. Should you desire to recall the operator, move the hook of the telephone instrument *very slowly* up and down. A rapid movement does not give the operator a signal as it does not give the relays time to operate the lamp signal.

It should always be remembered that there are three parties involved in connection with every telephone call. First, the calling party, second, the company, and third, the party called. Coöperation between them all is necessary in order that satisfactory service may result.

Please also let me say just a brief word about how incoming calls should be answered. When the telephone rings it means that some one is waiting to talk to you. Prompt answering is, therefore, desirable.

"Hello" is not a good word to use, nor is any other word or expression that does not convey information to the calling party. Even "What is it, please?" although courteous, does not meet the situation as the use of any such indefinite phrase often leads to questioning and delays.

To avoid any misunderstanding, with its consequent loss of time, in answering telephone calls use your name, or the telephone number, as best fits the situation. Residence subscribers as a rule favor giving their telephone number, as for example, "Edgewater 1234."

The thing we would like most for you to do would be to pay us a visit at one of our central offices and let the chief operator show you some of the intricacies of furnishing service. If you have never visited a central office operating room, it would be an experience well worth while, not only instructive, but very interesting. On one of the pages in the front part of our Chicago Telephone Directory we list the names of our central offices as well as their locations. If you can find it convenient to visit the central office located nearest to your business or residence, we would like to have you do so. Our chief operator will be pleased to see you and explain to you how the switchboards are constructed, how local or toll connections are made from one telephone to another, and the manner in which the operators perform their work.

On behalf of the Illinois Bell Telephone Company and its thousands of employees in Chicago, I thank you for this opportunity of telling you something about our business in this great city of ours.

Trusts, New Style

ANNOUNCEMENT by the American Telephone and Telegraph Company, of an intention to spend \$25,000,000 upon additions and improvements to plant during the year 1925 is a fresh reminder to the people of the United States that a new trust, of unprecedented size, has grown up among them. While the United States Steel corporation still holds first place in the value of its assets, the telephone corporation, in the amount of its capital and the number of its share holders now leads easily as the country's largest corporation.

It is a curious thing that this giant of business has been permitted to rise to its present position, of size and dominance, with so little of the criticism and suspicion that has attended similar experiments in combination. The most satisfactory ex-

planation that can be offered lies in the extraordinary distribution of its stock, among employees and patrons. Of its paid-up capital of \$881,000,000, it is said that no individual owns as much as one per cent.

The success of the policy of diffused ownership in this case is having an effect upon the whole business structure of the country. Every large public utility company is now eagerly promoting the sale of its securities among its customers, and many corporations of other types are committed to policies of customer and employee ownership. It is within the limits of possibility that the controlling majority of stock in the Standard Oil Company of Indiana may be held in the future by its employees, so rapid is the progress under a liberal sales plan. — From an editorial in the *Decatur Herald*.

George W. Edland Dies

ON November 15, George W. Edland, chief clerk, Illinois Division plant superintendent, passed away at Rochester, Minn., after an operation for a tumor mass below the brain, which had been causing blindness.



GEORGE W. EDLAND

Mr. Edland was born at Lexington, Ill., on February 1, 1879. He was first employed by the Central Union Telephone Company as line-man in 1901. Later he was made testman and wire chief, in which capacities he served until March 1, 1920, when he was transferred to the division plant office at Springfield and made chief clerk on July 1, 1920. He came to Chicago in March, 1922, when the offices were moved from Springfield and continued as chief clerk up to and after the consolidation of the Central Union Telephone and the Illinois Bell Telephone Company. At the time of his death he was chief

clerk for J. D. Pollock, division plant superintendent.

Mr. Edland had a wide acquaintance throughout the telephone company, due to his various activities having brought him in contact with many employees. He was well liked on account of his friendly nature and his ever willingness to help the other fellow.

Mr. Edland was buried at Bloomington, Ill., on November 18, and is survived by a widow and two sons by a former marriage.

Death Takes Louis Mitchell

E• LOUIS MITCHELL, formerly with the Central Union Telephone Company in Indiana and Illinois, died at San Paulo, Brazil, November 12, 1924. Since 1915 Mr. Mitchell had been general superintendent of construction for the Brazilian Telephone Company. Mrs. Mitchell and a daughter, Mrs. D. H. Miller, will remain at San Paulo.

Operator Foils Burglars

ALERTNESS on the part of Mrs. Fred Atwood, manager of the Winterport, Me., telephone exchange, saved the town from a big burglary shortly after midnight recently. Hearing the breaking of glass, she sounded an alarm so that the thieves were interrupted in their work. They succeeded in getting away, however, by automobile. This is the second time within a year that Mrs. Atwood's calm and quick action has averted a burglary.

BUILDERS OF SPEECH HIGHWAYS

The Telephone Repairman

By Edmund W. Sheehan

The second of a series of articles on Plant work. The third is to be published soon.

BUILDERS of Speech Highways are an essential part of our complex modern civilization, because they build the arteries of communication over which flow the voices of a great nation. Men and women, in all phases and stations of life, reach for the telephone as an invaluable aid in business, in social life, and in time of peril or emergency.

To Keep the Telephone Working

The Builders, however, do more than construct; they also maintain. When the wires are strung between poles, the cables buried in the streets and the telephones installed in houses the job is not completed; it has only begun. A telephone that does not operate is as useless as an automobile without an engine, so an important function of the builders is to keep the telephones working; keep them ready at all times to respond to the voices of the nation.

The workers in the Army of the Builders which handle this important work are technically known as exchange repairman, but are popularly called telephone repairmen. They are more than repairmen, however, they are telephone doctors because they perform the function of doctors, which is to diagnose and to treat. A sick telephone is not unlike a sick person; a congested liver may cause a headache, and dust or dirt on the switchhook contacts may so cripple the instrument that one cannot talk over it.

Thus the telephone repairman must be something more than a "mender;" he must study carefully the symptoms, and then by a logical line of reasoning, based on his knowledge of the construction and operation of the instrument and the circuit, he must be able quickly to locate the trouble and repair it. Generally the actual work of repairing takes very little time; it is the tracing and locating of the trouble which causes the real work.

In the Days of Rome

In the days which live only in the pages of history, and when there were no Fords on the Appian Way, the people had a curious idea that sickness and trouble were caused by demons. If a man were deaf, a demon had stopped up his ears, if he were tongue-tied a demon had tied his tongue. Modern science, however, has exploded this idea, and any doctor will give physiological reasons for such pathological conditions. So one would imagine that no reader of the BELL TELEPHONE NEWS, in this modern day and age, would believe in demons. But such is not the case.

The Trouble Demon

If you get a telephone repairman to talk freely, he will admit that demons play a considerable part in his daily work. He will tell you about the "Trouble Demon," a mischievous imp, who breaks receiver caps and mouthpieces, and hammers slugs and coins out of shape so that they will stick in the coin chute. Two of his favorite tricks are to place foreign matter in the coin box chute, such as hair pins and matches, and to pour water on the instrument cords. The Trouble Demon makes himself a general nuisance, and is the repairman's chief worry in life.

Foresight and Care

The repairman, however, does not fight alone; he has an ally, a benevolent demon, who wears spectacles, carries a book of rules, and steps softly. This serious minded little fellow, known as "Foresight and Care," saves the repairman many steps, and the subscribers much inconvenience. If Foresight and Care can be

induced to make his home in the telephone, then, when the Trouble Demon comes around with his destructive tendencies, he finds a determined opponent, who prevents the mischievous imp from doing any real damage.

Preventive Maintenance

While the demons more or less influence the trouble situation to help or hinder, the real burden of the work falls upon the repairman; his knowledge, his skill and his ability are the factors which get the trouble cleared. Furthermore, he not only clears the trouble, but is at all times watching the plant in his district for conditions which are liable to cause trouble. For example, if he should see that the limb of a tree had grown out so that it rubbed against the telephone wires leading into the house, he would recommend that the drop be re-run or be protected by tree guards. If this condition were not remedied the insulation would eventually be worn off the wires, and a "short" or "ground" would result, which, of course, would cause trouble on the telephone.

Preventive Maintenance is the name given to this phase of the repairman's work, and it is an important one. The repairman is taught always to be on the alert watching for conditions which might cause trouble, and eventually he develops a sixth sense in this regard. When he clears trouble at a station, he makes a rapid but thorough inspection of the equipment. If he sees that the instrument cord is worn he changes it, or if he observes any other condition which would cause trouble he rectifies it, or else recommends that the work be done.

The Repairman's Training and Work

The repair force is generally recruited from the Installation Unit, for after a man has installed telephones he is better equipped to repair them. The repairman receives training in the Educational Unit of the Plant Department to fit him for his exacting work, and then time, experience, study and thought round him out into the expert.

The telephone repairman's work is not a routine job; it constantly calls for the exercise of sound judgment, common sense, tact, the application of a thorough knowledge of telephony and well developed mechanical skill. The equipment which the telephone repairman is called upon to repair is varied and complex. There are two fundamental types of instruments, the wall and desk sets, of which there are a number of varieties, then there are three types of coin collectors, and a variety of key cabinets and P. B. X. switchboards. P. B. X. switchboards have relatively complicated circuits and apparatus, and as these switchboards are generally used in business houses, they must be repaired without loss of time when they get in trouble. The repairman, therefore, must "know his stuff" and be able to restore the switchboard to service without loss of time.

Knowledge and Mechanical Requirements

The knowledge and mechanical requirements of a Grade A repairman cover many things. He must possess the mental capacity or reasoning ability quickly to reason his way through new circuits, solve new problems, or master new conditions within the range of his class of work. Then he must understand the operation, construction and the electrical circuits of all types of telephone instruments, coin collectors, key cabinets and P. B. X. boards, and be able to make necessary repairs and adjustments

The repairman is backed by an efficient organization which never sleeps; an organization which detects trouble before the subscriber is aware that his telephone is out of order, and more than one subscriber will say to a repairman when he appears, "Why I didn't report the telephone, there is nothing wrong with it."

The Repairman's Creed

"You try it, madam," the repairman will courteously answer, "and you will find that your telephone is in trouble. Our job is to keep the telephone working; to detect the trouble on the telephone and repair it without loss of time."

Thus the repairman has expressed his creed—to keep the telephones working—and he is always willing to "step on the gas," and to forget quitting time and holidays when conditions demand, so that his creed may become a reality.

Elgin Kiwanis Club Visits Telephone Office

IN response to an invitation from the telephone company, ninety-seven members of the Kiwanis Club were present at a meeting given in the basement hall of the Elgin Telephone Office November 18. The guests arrived early in the evening and were cordially welcomed by J. H. Conrath, district commercial manager, and president of the Kiwanis Club. An interesting program consisting of novelty and musical numbers given by local employees of the various departments was heartily enjoyed, many comments being made as to the talent and originality displayed by the entertainers.

H. E. Eldridge, division commercial superintendent, was then introduced and gave a very educational talk, the subject being "Your Telephone Door As a Business Asset." In his talk, Mr. Eldridge pointed out various ways and means by which the average business man can improve and build up good will and his own business by prompt, accurate and courteous use of the telephone.

The guests had previously been provided with copies of "Suggestions on Incoming Telephone Calls and on Making Outward Calls," also, a card bearing the following inscription, "Courtesy. As far as the person at the other end of the line is concerned, remember, you are 'the firm.'"

At the conclusion of the program, Mr. Farmiloe, in behalf of the club, expressed his appreciation to Mr. Conrath and his fellow-workers. The guests were then divided into groups of ten, preparatory to a trip through the entire office attended by competent guides from the various departments. They were first taken to the Traffic Department where they were shown the operating features and the handling of local and toll calls was explained in detail.

The Kiwanis men as they were being conducted through the Traffic Department, asked a great many questions, such as; "how may one ring a number from any position?" "Why my calls are not always answered by the same operator?" "Why doesn't the operator report a change in number instead of referring the call to Information?" Some of them thought when a called number was busy, the operator would plug into the busy number which, in turn, would automatically send out a busy signal. They were very much surprised to see how the busy signal was actually given. Probably due to the great number of long distance calls put in by these men, they were especially interested in this branch of the work. The more numerous questions were: "What is the advantage of over-lap ringing?" "How does one connect with long distance points, such as New York, etc.?" "How are calls timed?" It was explained how all calls are completed in the order they are received, the same as on local telephone connections.

All of the men were interested to know if the operators were paid while learning, how long an operator works at the board

without relief, how long her rest periods were, etc. The rest rooms with their shaded lamps and complete furnishings, were highly complimented.

The Plant Department was the next place of interest through which the guests were conducted. These men, upon being shown through the Plant Department, were amazed at the different service supplied from the small ringing machines, the thorough fire equipment and apparatus, the cleanliness and appearance of the equipment and building in general.

There was no end to the interest shown at the complete records kept on the small trouble cards, "the guide" being able to tell first one man and then another just what kind of a set he had in his home, whether it was a wall telephone, metal or wood, or a desk telephone, when they had last made a change in location, kind of set or other changes.

The story of the installation of the instrument, the way it is protected in their home, the wiring to the cable box and through the aerial and underground cable into the office, how it is again protected, connected to the multiple and answering jacks and cut-off relay, was one that kept the attention of the guests every minute. They stated they had never before had any conception of the amount of money invested.

These men indicated that hereafter they will have more patience at times of trouble due to their having been shown the enormous amount of equipment involved. Explaining the follow up and routine system of the switchboard and central office equipment has established in their minds the fact that the telephone company is earnest and sincere in its efforts to give the best possible service in the use of the telephones. By showing and explaining emergency equipment it has been proven that the company is not only ready for the usual daily trouble, but is looking ahead that it may be prepared for emergencies and give the prompt unfailing service that is advertised. Meeting personally with these business men has established in their minds the fact that good fellowship exists between the company and its employees and among the employees. Good fellowship means closer co-operation and closer co-operation means good service. Those telephone folks who were present at this meeting feel that the company has made a great gain in taking advantage of the opportunity to conduct the Kiwanis Club members through the office. The motto of the club is "WE BUILD." Elgin folks think that Tuesday evening, November 18, did much "To Build" good will and a better understanding between themselves and the Elgin subscribers.

Still Thinking

"IN England, if people admire an author," says Bertrand Russell, British writer and lecturer, "they read his books; in America they want to hear him lecture, but they do not dream of reading him. It is impossible to read in America, excepting in the train, because of the telephone. Everyone has a telephone and it rings all day and most of the night. This makes conversation, thinking and reading out of the question, and accordingly these activities are somewhat neglected."

Mr. Russell has lately completed a lecture tour in the United States, and the above is one of his observations.

He uses the word "America" in the broad sense of this continent. There is a real tribute to the telephone in his absurd jibe. It is true that "it" rings all day and most of the night in the sense that the service is always available and no emergency finds us unprepared. But conversation, thinking and reading still persist out here. And one notable result of the thinking, that we are familiar with, is the progress the telephone art has made and the extent to which it has contributed to human welfare.—*Value World.*

THE MAGIC OF COMMUNICATION

*How a Nation is Linked Together by Telephone as Told by Harold F. Crunden
from Station WLS, Sears, Roebuck and Company, Chicago, on December 10*

THIRTY years ago at the World's Fair in Chicago, a chief of the Igorrote Tribe, from the Philippine Islands, sat smoking in a dug-out, surrounded by his family. He was playing with a telephone instrument which he held in his hands. When a visitor stopped to look at his habitation he removed his pipe, put the telephone transmitter to his lips and the receiver to his ear, going through all the motions of making a telephone call to a member of his family.

This Igorrote tribesman believed this metal shape with wire attached, called a telephone, would talk. He did not have the slightest idea that before a single telephone message could be received and completed over the telephone, there must be a telephone system created, a million and one pieces of material must be assembled, and savings of the people invested in the enterprise.

The telephone plant and apparatus necessary to give service was hidden from his view and so small wonder that this individual of modest mentality believed that a telephone instrument comprised the whole system.

What he saw and what most people see, is but three per cent of this stupendous intercommunicating system plant; bisecting and intersecting cities, towns and villages across barren plains, valleys, rivers and over vast mountain ranges, east and west, north and south, furnishing telephone service to the remotest hamlet, of the same quality as rendered in cities.

In a measure, the telephone utility is a true type of business democracy owned by the people. A public servant with service of equal efficiency for every subscriber wherever he may be situated.

It stands ready to serve all the people, all of the time. It is of the people because the savings of the people invested in the enterprise, make it possible to expand and serve their needs. It is for the people. Not only do the people themselves pay the rates for service received, but 350,000 members of the general public earn their livelihood in the utility and receive back, in the shape of salaries and wages, more than sixty per cent out of every dollar the general public pays in rates.

It is not a trading concern, however, because it does not buy or sell. Neither does the subscriber buy or rent telephones, although it is true that the subscriber pays a few cents while using two and one-half billion dollars' worth of property, and has at his disposal intricate apparatus and equipment and this organization of 350,000 trained men and women, who operate these things and keep them in good condition for his service use.

It is the service in joining up one telephone to any one of 15,000,000 other telephones in 70,000 cities and places on this continent at any second of the day or night, 365 days every year, when the subscriber desires it. That is the telephone business.

This company has 1,025,000 telephones in this state and connects with 380,000 telephones of other companies for Bell System toll and long distance messages.

Chicago has 735,000 telephones and about 650,000 serve the area outside the metropolis. With a population of six and one-half million people there is one telephone to every four people in the state. Over 25,000 employees receive a payroll of two and three-quarters million dollars a month, to render telephone service in this state and each community benefits from this wage distribution.

The average citizen has but a vague apprehension of the vast telephone plant structure in Illinois, through which 12,500 telephone operators receive and complete 4,500,000 local calls

daily. He is conscious that service is there, whether he desires its use or not and it is there—always—twenty-four hours a day, continuously year after year, in increasing volume. He perceives but obtrusely the stupendous unseen conditions surrounding the telephone. Knowledge of how this enormous business is conducted and developed is confined to a few high spot facts.

Over ninety-seven per cent of the telephone plant is hidden away in buildings, underground cables and strung on poles, the length and breadth of the union. Two and one-half billion dollars is invested in a nationwide telephone system in order that one single message can originate in hamlet or city and be completed at some other place, anywhere, in the forty-eight States, Canada, Cuba and Catalina Islands.

Fifteen million poles carry the telephone system, representing a forest of trees over 800 square miles, enough lumber to build a railroad trestle thirty feet high from Chicago to Buenos Aires. It requires imagination to realize that 300,000,000 duct feet of underground conduit go through the earth. This underground conduit would extend more than seven times between the North and South poles. Over these lines and through these conduits run thirty million miles of wire for local exchange service. The wire alone would stretch 100 times from the earth to the moon. All this wire, however, eventually finds its way to the switchboards in more than sixteen hundred buildings.

The stocks and bonds represented in this two and one-half billion dollar telephone plant are in the hands of individuals in every walk of life. Over 400,000 people own these securities paid for out of their savings and besides this, 100,000 employees are investing their savings in the purchase of stock of the Bell System.

The telephone company operating in Illinois, is part of the Bell System, comprising the American Telephone and Telegraph Company, twenty-six Associated Companies and many connecting telephone companies whose local lines join up with the Bell System, for toll and long distance service.

The Bell System not only renders service in cities and places with industries and manufacturers, both for business and social uses, but nationwide has linked the country side to the city hall squares.

More than two and one-half million farm houses are equipped with telephones. A subscriber in a city skyscraper can telephone to the farmer and the farmer, by telephone, from his own home, can keep abreast of the happenings, great or small, in village, state or nation. The markets of the world and prices of commodities, the voice of the president of the United States or village board are at his elbow.

It is a wonderful world we live in and the achievement lies in an appreciation of what telephone service, at a few cents a day, does for mankind, rather than the magnitude of the undertaking. This marvelous aid to civilization has arrived through the brains and work of men in all vocations. An efficient and economical management directing its affairs, sustaining it and developing it in public interests.

A Chinese philosopher said, "once seeing a thing is worth a thousand times being told." To take time enough to visit a telephone exchange and see with your own eyes how calls are handled through a switchboard, is to understand what telephone service means. You are cordially invited to visit our central offices. Our people will be glad to see you and explain to you how the telephone business is conducted.

PICKING THE DRESS FOR THE JOB

*Materials, Styles, Original Cost and Expense of Upkeep
Enter Into Choice of Best Sort of Dress to Wear to Work*

“CLOTHES express the personality of their wearer,” is one of those modern proverbs that is blazoned forth from fashion books, magazine pages, advertisements of up-to-the-minute ready-to-wears and in all of the “Kolums” from the funny page to the advice to the lovelorn feature.

Yet, strange to say, this is a true proverb, for there is no way in which a girl can express her own individuality and personality more clearly and to better advantage than by her clothes.

All of this clothes-personality publicity leads right up to the question which every girl asks herself: “What is most appropriate? What is best suited to this or that occasion as well as to me myself?” And these questions raise many other questions—questions that girls ask themselves, their friends, their mothers, the older women with whom they are associated.

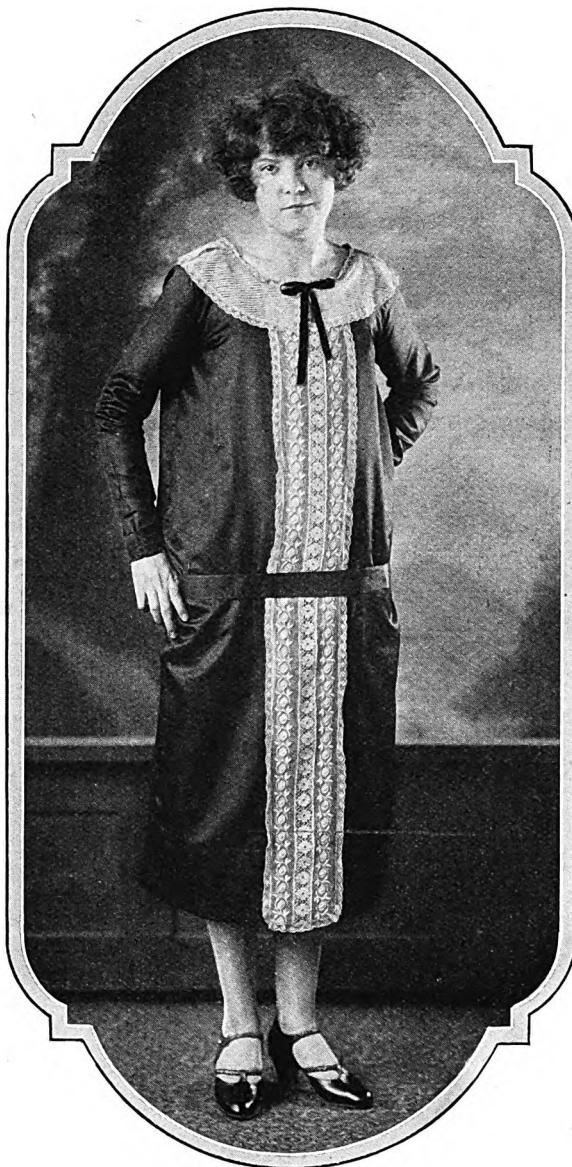
Foremost among these questions is the one: “What shall I wear to work?” And in its train come an interesting array of problems that we ought to talk over among ourselves.

“Just what should a girl wear to the office?” a new member of the Bell family asked an older woman employee one day recently. “I see such an array and assortment of clothes on the girls I work with. Now I have just so much money to spend on my clothes, and I want to wear the things to work that will make me look best and still leave enough for the ‘pretties’ that my feminine soul desires.”

This was a pertinent question, and it was such an important question that the older woman thought for several minutes so that her answer would be tactful and a definite help.

“You have asked me something I have always wanted to talk about, but have never had an opportunity. There are no rules governing what a girl should wear to work and what she should not wear but the rules of common sense and good taste. As the choosing and making of clothes is an entirely personal matter, an expression of a girl’s own personality and character, my answer can only be my own idea on the subject; what I should do and what I do do.

“When a girl goes to the office, she goes there to work. She’s not going to an afternoon tea party or a formal dance. She’d make all kinds of sport of a janitor if he came to work in a dress suit instead of his overalls. She’d snicker and ‘razz’



MISS BEATRICE ERICKSON, Order Section, made this simple and pretty dress, out of two and three-fourths yards of heavy black charmeuse for which she paid \$3.30. The lace was purchased for 59 cents. A ready-made dress of the same quality and style, would cost anywhere from \$20 to \$35, depending upon the girl’s ability to “shop around.”

any of her boy co-workers if they came to work in tuxedos. Her good taste should tell her that frilly, fluffy, sheer clothes are just as out of place at business as dress suits and tuxedos.

“Choosing a style for a business outfit is about the easiest thing nowadays. The girl who is making her own dresses welcomes the simple, straight lines with open arms, for the plain things are easily made, take a small amount of material and have a great deal of individuality and charm if the girl puts on a few little touches of her own.

“A girl who buys her things ready made can find a infinite variety of simple and neat business dresses at any ready-to-wear store. But she’d save a lot of money if she would make her dress herself.

“Materials in a business dress may be dark or light, gay or sober, silk, wool or cotton. As I see it a girl can have her work-a-day dresses of ‘most any material she likes,’ if it isn’t too sheer and fragile, and still have clothes that are suitable for the office.

“But most of us are like you. We have a certain amount of money to spend for clothes and we don’t want to spend it all on plain, simple things because we’d look out of place at parties and dances in our street clothes. The best way I know for making my money go farthest is to get the greatest possible value for every dollar that I spend. In choosing a material this value problem is very important. There are all sorts of lovely fabrics and charming colors that I’d like very much to have my business clothes made of, but I know that neither the material or the colors are durable.

“That’s why I invariably choose black or one of the darker shades of blue, brown, green or red for my

clothes. They don’t show soil so quickly. They aren’t so apt to fade or get streaked in the cleaning.

“In this climate you can wear woollen things practically all the year around. When I pick out a woollen material I make sure that it isn’t going to wrinkle easily. There are two things I hate worse than all others; to have my clothes a mass of wrinkles ten minutes after I have put them on and to press those same clothes. Besides frequent pressing makes the best of woollens shiny. Jersey, tweeds, homespuns, twills, flannels, all are more or less non-crushable.

“You ask why I haven’t mentioned silks? It isn’t because I don’t like them, not at all. I think that there is nothing better

looking or more serviceable than some of the crêpes and satins that are popular. Pongee is mighty nice in the summer time, too, because it is so easily tubbed and ironed. Well made silk garments have a style and give a well-groomed effect that is less often found in woollen dresses.

"Another thing I always think about when I buy material for my clothes is its durability. Will my dress look just as well in a month, three months, six months? Or will it look frayed and all out of shape? You'll find that buying a good material pays in the long run although it may be more expensive at the beginning.

"There's only one more point I'd like to have you think about. Perhaps two. Our clothes should be comfortable and healthful. How can we put our best efforts into our work if the sleeves of our dresses are too tight; or our collars hurt us?

"One of our company nurses told me a pathetic little story the other day of a girl who has been coming to her for some time with cold after cold. This girl, in spite of all advice to the contrary, never observed the 'wear healthful clothes' rule. On the most bitter mornings, she would come to work with the same kinds of clothes she would wear on the hottest August days. Her body couldn't supply the extra warmth that the proper clothes should have given her. To-day this girl is suffering from tuberculosis.

"Does this answer your question? You see that you have oceans of leeway. You can express your own individuality through your clothes. You can dress appropriately for every occasion—the social affair as well as for your job—if you only obey the rules of common sense and good taste."

Many Visitors See Long Line Exhibit

MANY persons visited the Long Lines exhibit and demonstration in the Commercial Department Lobby, Chicago, during the past few weeks. Of these forty-nine P. B. X. operators and one chief operator and one subscriber were entertained by five of the P. B. X. instructors. The exhibit was very intelligently explained to all by Miss C. A. Fellmuth and A. E. McLaughlin of the Long Lines Division. After the exhibition, the visitors had luncheon in Main Office dining room and then followed a visit with a majority of the visitors to the Toll and Franklin operating rooms. The exchange operating was thoroughly explained by Miss A. Stuart of Toll and Miss M. McQuade of Franklin.

The Misses Ward and Dornan of the Elgin, Joliet and Eastern R. R.; Baldwin of the Monon; Zimmer, Pollaneau and O'Grady of the Chicago Burlington and Quincy; Burns and Burke of Krenn and Dato were guests of Miss J. Alfeld.

The Misses Brunsfeld of the Chicago Trust Company and Walsh and Staab of the First National Bank were guests of Mrs. R. Wells.

The Misses Brown of Lowenfeld and Company, Garvey of Frederick H. Bartlett and Company, Wells and O'Grady of the American Can Company were guests of Miss L. Miller.

Miss Jackson of the Hooker Paint and Glass Company was a guest of Miss R. McAvoy.

The Misses Johnson of R. F. Brackett and Company, Wenden of Cook, Sullivan and Ricks, and Rawley of the Chicago Mercantile Company were guests of Miss C. Klein.

The Misses Whalen, Haight, Pine, Kaskey, Cullerton, Douglas, Winchell, Canter, Keenan, Balzer, Lindsey, Cook, Johnson, Redmond, Hartkopf, Roberts, Horwitz, Logan, Mulrooney and Dunne, operators, and Miss Broderdorf, chief operator of the Hotel Sherman; Sieboldt, operator and Maher, chief operator of the Public Service Company of Northern Illinois; Hora of the Chicago, Milwaukee and St. Paul in Galewood; Dalton and Clark of the Hotel Morrison, and Owens and Combs of the Commonwealth Edison Company, were guests of Miss A. Witka.

After the Long Lines Exhibition a subscriber, Mrs. P. A. Dolan of Central 8876, North Side Realty Company, who happened to be present asked Miss Witka whether she would be allowed to join them in their visit to the Toll and Franklin Offices. She was kindly invited to do so and also was asked to join the party at luncheon. She, together with all the guests of the week, expressed their thanks and appreciation of the instructive afternoon.

Telephone Folks Prevent Disastrous Fire

ON Monday, December 1, at 2 p. m., Frank Merrill, repairman, in charge of the Antioch and Lake Villa Exchanges, while on his way from Fox Lake to Lake Villa, noticed smoke in the vicinity of the Allendale Farm near Lake Villa.

Mr. Merrill hastened to the farm and found the main building, which houses the school offices, in flames and so far gone that it was impossible to reach the telephones there. Mr. Horan, Antioch assistant fire chief, and a few men, were fighting the fire, which on account of the lack of help, was gaining on them and threatening to destroy the \$20,000 addition just completed.

The nearest telephone was about one and a quarter miles distant and as all wires at the farm are in an underground conduit, Mr. Merrill hooked his test set to the protector in an outside building and called the manager at Antioch, Mrs. Hughes, informing her of the seriousness of the fire and the lack of help.

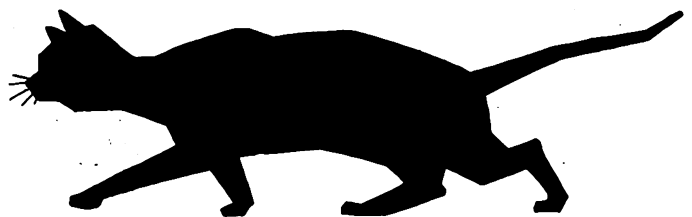
Mrs. Hughes, immediately got in touch with the fire chief of Antioch who turned in the alarm. As people called in, they were told of the shortage of help. In fourteen minutes there was more help on the job than could be used and the new addition and all other buildings were saved. The fire was out at 7 p. m. and telephone service was re-installed at nine o'clock the next morning.

The Allendale School is composed of eighteen buildings and is operated by Captain Bradley and a corps of fifteen teachers.

The president of the Antioch Business Men's Club later informed A. R. Andrews, Libertyville commercial manager, that he was very much pleased with the efficient help of Mrs. Hughes and Mr. Merrill and said that without this help the loss of the new addition would have been certain.



FRANK MERRILL



Watch your step
As I watch mine;
You've only one life,
While I have nine.

BY W. J. SCHUMACHER, SUB. DIV



GROUP WHICH ATTENDED THE FIRST SYSTEM WIDE

First row, left to right---O. M. Hancock, H. E. Prevost, E. H. Hylander, J. H. Atchison, J. H. Parker, F. S. Whitman, A. B. Chapman, E. E. Binder, W. P. Norris, G. R. McCully, C. B. Smythe, I. G. Carll, G. N. Brewer, O. C. Lyon, A. M. Ramsay, C. E. Rolfe, P. W. Eldridge, W. M.

Graham, B. P. Brown, J. L. Smith, F. F. Ziegler, H. G. Woodward, J. J. Lambert, M. J. Meagher, H. S. Lovell, W. R. Whitaker, J. T. Tierny, A. L. Clark, O. C. Miller and R. M. Mandell.

Second row, left to right---H. C. Kulling, H. H. Whipple, D.



TELEPHONE
DOIN'S—
CONFERENCES,
PARTIES, EXHIBITS
AND JUST FOLKS.

What a jolly time this group from Lincoln Office had at their party. The Misses Weisbecker, Biebertmann, Gerts, Sjobert, Pauli and Gruebe are in the first row, and Mrs. Drosser (hostess), Miss Sims, Mrs. Recler, Mrs. Slomer, Misses Rafter Hayes, Madsen and the Ghost.



Telephone Exhibit at the Annual Food and Household Appliance Exposition, Peoria.

BELL TELEPHONE NEWS

Published Monthly by

ILLINOIS BELL TELEPHONE COMPANY

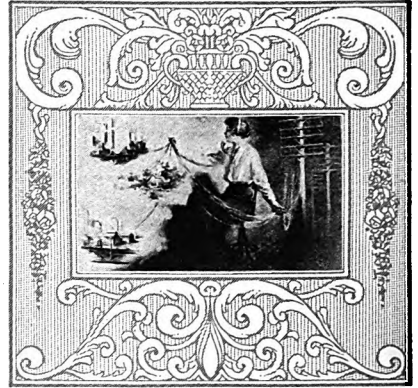


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SUBSCRIPTION PRICE—Two dollars a year in advance, to all persons except employees of the Illinois Bell Telephone Company.



AMORY T. IRWIN, EDITOR

EVERETT E. FRIGANZA, ASSISTANT EDITOR

"Shiftin' De Dishes"

A COLORED girl recently gave up her position as waitress in the home of a well-to-do white family because there was "too much shiftin' of de dishes for de fewness of de food."

It was such a good story that we wanted to pass it along to you. While we were copying it for the "Excuse It, Please" page, we stumbled across the moral of it, and that, too, we will pass along to you as a bit of "serious humor."

How much of our lives we clutter up with a lot of "dishes," useless pastimes, useless routines, useless acquaintances, useless books, useless habits of thought, from which we get little, or no good, nourishing "food!"

Not satisfied with cluttering up our lives, we shift from one useless thing to another. We get caught in the vicious circle of useless habits, and, lacking the courage of the colored girl, we do not break with the old routine as she did, to hunt a new and better one.

* * * *

Phrases Better Never Coined

OF all the nasty, virulent, slanderous, cowardly, mean, contemptible phrases ever coined, "They say," and "I heard" are the worst. Volumes could be written about them.

The most malignant type of slander can be hidden behind them with comparative safety.

They are the weapons of cowards. With them, reputations can be smirched. Untold misery is caused by venomous insinuations hidden behind these phrases. They always leave a loophole for those who find it convenient to use them. They are the favorite tools of that class of people found in every city, town, village and hamlet who are commonly known as "village gossips."

With these phrases they go about spreading envy, avarice, misery, discontent, disgrace, bitterness and feuds, while they sit serenely behind their barrier of forgetfulness.

The word "they" covers the entire universe and

"CALLS TO BE COMPLETED"

1. Every employee and every subscriber a stockholder.
2. Complete coöperation between every department and every person.
3. Harmonious public relations. Remember—You represent the company to the public. Be courteous.
4. Make "Accident Prevention" your slogan.

conveys nothing definite, but is very dangerous when used with its companion in crime "say." "They say" has been used as the headline for great volumes of slander and gossip since time began.

"I heard" is another indefinite expression which can be and is converted into an agency of misery and unhappiness. It is the sting that inflames and festers in the human heart. It sets the pang of

jealousy and suspicion working. It is a hidden source of slander and vilification. It causes distrust and anxiety, and it, together with its co-misery-maker, should be stricken from the language of the world.—A. E. J.

* * * *

Sand on the Bearings

FOREMAN—Sixteen men on the payroll and only twelve in the job. You boys will have to speed up a little to-day.

Sub-foreman—All right, boss, if we must, we must, but I bet Alex is home nursing that sore tooth again. Why in thunder doesn't he go to a dentist and have it cleaned up. And Staynor, probably has a bad attack of dancitis. That's a disease that comes from attending too many dances. Staynor admits he can't keep up with so little sleep. That kind of thing gets my goat!

Foreman—Do the best you can to-day. When those fellows get back I'll take the matter up with them. By the way, there's going to be an opening for a straw boss soon. A nine-dollar-raise for somebody. How about giving it to Wally Shipman?

Sub-foreman—He needs it all right, but he's a poor example for the bunch. He gets grouchy when things go the least bit wrong; and if there is anything new lying around, he stubs his toe on it. He rarely loses time, but, every so often, he gets hurt just enough to spoil a couple of hours production. I'd say consider Bennie Wilkins for promotion. He's not as fast as some, but he is careful and reliable as a good clock.

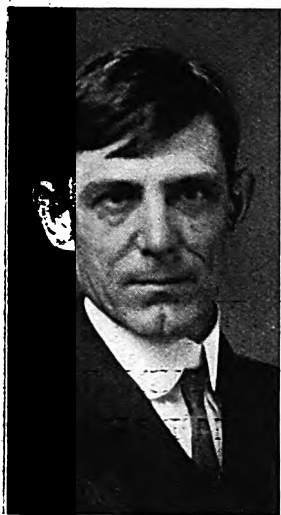
Foreman—Thanks, Dick, I'll look into this.—P. K.

TELEPHONE TRAIL BLAZERS WITH DECEMBER SERVICE RECORDS

Charles W. Martin

January, 1902—23 Years

CHARLES W. MARTIN made his first acquaintance in the telephone business with Mr. Hall who put him to work and detailed him to go with W. J. Spear as an installer. For three or four years he hung telephones on the walls of Chicago, drove staples in mahogany woodwork and ran wires in dirty basements and attics.



CHARLES W. MARTIN

This was at a time when every installer was his own engineer whose main idea was put it in and make it work. "Standard Specifications" had not been invented when Mr. Martin first started to work.

When the famous ten-party, five rings to a side, came on the scene Mr. Martin was sent out to Oakland Office as an installer helping to put in the Blue and the Grey Service. Of course as soon as the ten-party lines began to work they began to have trouble on them. Ten instruments on one line was an invitation to trouble if nothing but "telephone off the hook" and Mr.

Martin was detailed to this trouble hunting under I. W. Boylan.

Mr. Martin expresses the idea well when he says that in those days the "grouping" idea had not come into vogue and the subscribers on the ten-party circuits were usually a mile together instead of a block apart.

He was installing in South, now Calumet Office, when the ten-party lines gave way to four-party service. Later Mr. Martin went to Hyde Park Office where he has been for two or three years as chief tester.

Michael J. Mullen

January, 1902—23 Years

Michael J. Mullen started out early in life in the business of wireless telegraphy. That is, he was a messenger boy for the Western Union Telegraph Company.

After he had read all of Nick Carter's hair raising detective stories, as messenger boys are supposed to do, he left the telegraph business and went to work for a grocery and meat market.

He stuck to this line for about four years and this was 'way back when pork tenderloins were twelve cents a pound and liver free. From the grocery business Mr. Mullen came over to the Chicago Telephone Company and got a job with George Hutchinson in the Construction Department. At first he was a cable splicers' helper working around the loop in Chicago in the building cabling job.



MICHAEL J. MULLEN

When Mr. Mullen (known in the WEEKLY SUPPLEMENT as Moon Mullen), took up the job of cable splicing the biggest cables were 400 pair and at that time seemed to be about the limit.

Since then—how we have grown—the 1,200-pair cable is perfectly common. Mr. Mullen says that he is ready for any kind of surprise in the cable line, and that, if the Western Electric came out with a ten-thousand pair the boys would take care of it and treat it like a nine-day wonder. Mr. Mullen has spent practically all of his telephone life in the loop or the heart of Chicago. He knows, and it would indeed be a wonder if he did not know, every manhole, duct and basement in the Chicago business district, and for a cable-splicing foreman—that's a handy bit of knowledge and experience to have in one's head.

John Gubbins

January, 1902—23 Years

In January, twenty-three years ago, John Gubbins wanted a job so he went to the Chicago Telephone Company and confided his secret to them.

After they had looked him over they said he would do and he has been doing ever since; which seems to prove that both were right. That was quite a while ago—"way back when" Mr. Drew was chief clerk in the Auditing Department, and Mr. Gubbins went to work for him on the sixth floor of the Main Building at the corner of Washington and Franklin Streets.



JOHN GUBBINS

He remained with the Auditing Department, serving in various capacities until the Western Union and the telephone interests were combined into one organization. Mr. Gubbins was then transferred to the Western Union branch in charge of correspondence, and remained with them until the dissolution.

He can now be found with the Commercial Department in what is called the Final Section—where old unpaid bills are "run to earth."

Mr. Gubbins has always had a hobby on the subject of handwriting and his experience as a kind of handwriting expert comes into good play in his present position. If he has ever seen you writing you will have to use a rubber stamp to fool him.

New Telephone Cable Links Michigan Cities

INSTALLATION of a toll cable between Detroit and Flint, has recently been completed, the total cost of the project being approximately \$1,000,000. This cable will carry as many as 300 simultaneous conversations. The project has been under way since 1917, but due to the general curtailment of construction work during the war an interval of four years elapsed after the completion of the first section.

The cutting into service of this cable marks the completion of the second step in the gradual conversion of the toll open wire lines and the toll cable lines along the main routes out of Detroit.



In the Plant Department --- James Quilter, Walter Lindeman, Medmore De Forest, J. Clifford Hodgins, Jake Stewart, Gustave Krause, Robert Richardson, Thomas Fox, Robert Toole, Chris and Ed Stewart.



At the switchboard.



The Misses Isabel McIntyre, Grace Rogers, Gertrude Robson, Ethel Parks and Gertrude Cull of the Commercial Department.

OTTAWA AT THE SIGN OF THE BLUE BELL



Miss Sadie Colgan, Acting Chief Operator.



Where the telephone office is located. These are rented quarters.



On the operating force---Margaret Keating, Selma Wilhelmf, Marie Meagher, Velma Wilhelmf, Alberta Dugan, Catherine Colgar, Fern Coster, Loretta Buomek, Loretta Meagher, Elizabeth Keating, Esther Barr, Mabel Kolm, Ethel Holmes and Genette Randall.

At right---Some more operators---Kathleen Creed, Nellie Meaney, Inez Chante, Pearl Claggett, Pauline McVay, Vera Meaney, Vera McGlas-son, Alice Gebhard, Irene Sands, Lou Miller and Esther Sands.



OTTAWA—"CAPITAL OF AN EMPIRE"

So Self-Styled This Thriving City in the Midst of Rich Agricultural and Mining Resources Has Lived Up to Its Nickname

WE are especially interested in the city of Ottawa at this time because it is one of the most recently adopted members of the Illinois Bell Telephone family.

Ottawa lies about eighty miles southwest of Chicago as measured on the gasoline trail and is situated at the junction of the Fox and the Illinois Rivers, a spot of great historic interest.

Two hundred and fifty years ago this part of Illinois was inhabited by several tribes of American Indians whose history is a matter of official record and which carries stories of progress, bravery and hardships more thrilling than common tales of fiction.

Nearly every schoolboy knows the detailed history of Starved Rock, that huge near mountain of sandstone, where the Ottawas and the Pottawamies besieged the warring Indian tribe of Illinois; starved them into submission and exterminated the entire tribe. This rock is but a little way west of Ottawa, and from this historic incident has come to be called Starved Rock, now a State Park, where many thousand tourists and sightseers go for glimpses of beautiful scenery.

The name of the city, Ottawa, is taken from that of the famous Ottawa tribe of Indians, which the earliest explorers spelled Outaouac—in effort to represent the Indian pronunciation of the name. This complicated spelling has, of course, been simplified and now appears at Ottawa.

The whole country round about seems adapted to our present conception of Indian life. While the primeval forest still stood there was ample game and with the gorges, caves and canyons there were ideal places for shelter and security against unwelcome intruders. The rivers furnished plenty of fish and wild rice—which was about the only grain that the Indians ever attempted to harvest and hold for winter months.

The City of Ottawa, as it stands to-day, is the immediate development of a settlement of people who were building the Illinois and Michigan Canal which was begun in 1837 and was finished in 1848. It was at Ottawa that Lincoln received his discharge from the state militia and enlisted in the Federal Army.

The first, and now famous, Lincoln-Douglas debate took place in the city of Ottawa, and the spot is now known as Washington Park and marked by a large granite boulder in commemoration of the event. Lincoln also practiced law in Ottawa and tried cases in the County Court House and in the Appellate Court.

The first soft coal discovered in America was discovered at Ottawa; and the first electric street cars of the west were introduced in Ottawa.

The past history of Ottawa is an inspiration to the present and a guarantee for future progress of the city which calls itself the "Capital of an Empire" and which live up to the name. A community is generally founded on its farming interests, and Ottawa is singularly well situated in the heart of fertile fields. La Salle County maintains at Ottawa what is said to be the best Farm Bureau in the country. There are five banks in the city and jointly these have resources of over two million dollars. The business houses are centrally located, and the 1920 census rates the population at nearly 15,000.

The business interests of Ottawa are many and varied. Two in particular are based on natural products of great economic value. Here is to be found the best kind of clay for the manufacture of brick, tile, and conduit, and much of the sandstone of this locality is specially adapted for use in the manufacture of glass. This sand or

silica, as it is called, is shipped to glass factories all over the country. Ottawa itself has a plate glass factory which makes

many square miles of glass annually and there is, in process of construction, another large glass factory which is nearly completed and when finished will represent an investment of over \$7,000,000. This particular factory, we are told, is to be devoted to the manufacture of automobile windshields.

The process of making plate glass is very spectacular, and we recommend that any visitor to Ottawa who can obtain permission to inspect this factory do so. It is certainly interesting to watch the workmen dip out a couple of barrels of soft, white hot glass and pour it onto a table—then roll it out



F. C. BEEM
Commercial Manager



LOOKING UP THE RIVER
This is a view from the site of the proposed new telephone building at Ottawa.

We welcome Ottawa to our Bell family and hope that Ottawa telephone folks will like us as well as we know we shall like them.

ON the wall of the office of O. F. Clark, commercial manager at Champaign, hangs a citation from the Rotary Club at Urbana telling of the active part played by Mr.

October 31, 1924

On account of vacation time and due to the fact that the University of Illinois was closed, the inaugural meeting was postponed until October 31, at which time the parchment was presented to Mr. Clark.

Miss Mark left the first of the year for Roanoke, Va. Miss Gertrude Nolan, who has been visiting supervisor at Lawndale Office, will take Miss Mark's place.

Send your suggestions to your delegate or the chairman of the Accident Prevention Committee, or direct to H. A. Mott, supervision of safety, Room 24, 230 West Washington Street.

The Artist's Conception of Eight Recent Accidents to Employees

- No. 1—An employee unscrewed the radiator cap of an automobile radiator in which water was boiling. When the cap came off, water and steam gushed out scalding his face. This accident could have been avoided by a simple little word—THINK.
- No. 2—While crossing a street an employee thought that an approaching auto would stop. He got too near the auto and a coil of wire on his arm caught on the side of the auto dragging him over the pavement. This accident could have been avoided had the employee stayed clear of the automobile.
- No. 3—A matron was cutting bread with a bread cutter and pushing short piece of bread through with her hand. This resulted in her cutting off the end of her middle finger. The accident would have been avoided had the matron followed instructions posted over bread cutter machine and heeded the dozens of warnings issued on this subject.
- No. 4—Using a ladder too short for the purpose an employee tried to reach a high point. The ladder slipped from under him, he fell to the stair landing and then down one flight of steps. The accident could have been avoided had the employee used better judgment. For safety's sake, if a ladder is not long enough, get one that is and never stand on the very top of a stepladder nor above the third rung from the top of a straight ladder.
- No. 5—An operator reached under another's arm to take down a connection. The other operator moved and jabbed her elbow in the first operator's eye. A little care and thoughtfulness on the part of both operators might have avoided a black eye.
- No. 6—Driving a screw with a hammer in order to mount porcelain insulator resulted in the hammer slipping and hitting the porcelain which broke. A piece flew out and struck the employee in the eye. The accident could have been avoided had the employee drilled a hole to start the screw and then used a screw driver.
- No. 7—One girl while going down stairs with a second gave the first a playful push, causing the first girl to fall down stairs. This resulted in several days of suffering. Use your own judgment as to remarks about this case.
- No. 8—One of the men (of several who were setting a pole) with a pike let the pike fall on a fellow worker's head when the pole dropped into the hole. This accident could have been avoided had the first employee used a little forethought and care.

These pictures might appear to be funny, but we will venture to say, in all seriousness, that we have eight new recruits in accident prevention work.

If you haven't joined this army of safe workers, do so now,—why wait until an accident has happened to you or your friend? Profit by the mistakes of others.

Girl Braves Flames to Give Warning to Others

WHEN a fire destroyed the telephone central office and the block in which it was located at Madill, Okla., Miss Bertha Dobbs, night operator, insisted on remaining at her post until officials and business men, whose property was in danger, could be notified. She was finally rescued by the firemen just before the roof of the building caved in, and was carried over the roof of an adjoining building. The lower floors had been burning for some time and the switchboard room was filled with smoke, but Miss Dobbs' headset was still in position when the firemen carried her to safety.

Subscribers Praise Telephone Service in Letters

SPECIAL telephone service was installed for the fiftieth annual convention of The American Bankers Association held in Chicago recently. Later A. E. Robertson, executive secretary of the Chicago Committee of the association wrote to B. E. Sunny, chairman of the Board of Directors, saying in part, "Allow me, in behalf of M. A. Taylor, chairman of the American Bankers Association Chicago Committee and myself, to express our sincere appreciation of the excellent service that the Illinois Bell Telephone Company rendered the American Bankers Association Convention * * *. Our registration list shows that over 6,500 persons entered our headquarters and a great many of them used the telephone. However, in not one instance did a complaint come to our office. We cannot refrain from mentioning the interest and direction which was given by your R. E. Boehmer of the Commercial Department. From the date of our application to your company for a special board Mr. Boehmer gave us his undivided attention * * *." In a note commenting on the above letter Mr. Boehmer says, "This letter makes mention of my name principally because I was the only representative of the telephone company who came in direct contact with them. It would, however, be impossible to do a job like this without the perfect co-operation of the Plant and Traffic Departments. The P. B. X. installation under Mr. Smith and Mr. Bates fulfilled their end of the work 100 per cent and special credit should go to Mr. Chapman for his work in obtaining the switchboard, and Mr. Dearborn for his advice as to layout and plans. Mr. McGregor, the P. B. X. foreman, who had charge of the installation, certainly gave these people a new conception of the efficiency of the installation department. Mr. Findeisen of the Traffic Department also comes in for a share of the credit as he covered these lines so well at the office both day and night that we had no complaint."

The service rendered the O'Malley family following death in that family was praised in a recent letter. Miss Minnie Ulbreicht was the Irving operator who was referred to in the letter.

A death in the family of Mrs. F. J. St. Denis resulted in many telephone calls. The service was so satisfactory that Mrs. St. Denis wrote to commend the work done by Miss Evelyn Nelson, a Prospect operator.

When the night telephone of the Visiting Nurse Association of Chicago "went" out of order the fact was reported by Miss Edna L. Foley who explained the seriousness of the association being without telephone service for a night. Immediate attention was given the case of trouble and later Miss Foley wrote to tell of her appreciation of this service.

C. R. Miller, director, Department of Public Works and Buildings of Illinois, Springfield, has written as follows to F. W. Kelly, district commercial manager: "I want to express to you my sincere appreciation of the efficiency and patience with which my many long distance calls to-day have been handled. The fact that not once was I disconnected during a conversation was especially pleasing, and helped to make the day's work pass more smoothly. I will be glad to have you pass this word along to your operators."

From Louis J. Humphrey of the United Press Association, Springfield, comes this letter to Mr. Kelly: "I wish to thank you for the part you played in making election night a success for the United Press. The excellent and speedy service furnished this office made it possible for us to have returns at top speed for our clients. Both incoming and outgoing calls went through with a snap and precision worthy of the highest praise."

THE Cincinnati and Suburban Bell Telephone Company recently installed its 150,000th telephone. The company opened up business on September 10, 1878, with eighteen subscribers.

JOE'S INTRODUCTION TO THE CENTRAL OFFICE

"HELLO, Skinnay," said Joe, the new installer, to the old time repairman as they met in a basement of an apartment building one rainy day, "whatcha doin', chasing bugs?"

"Yep, I'm chasin' bugs, but right now I don't know whether it's in this here head or not—come to make a test," he replied as he proceeded to do so.

"You repairmen have it pretty soft, doin' nothing but running around with a screwdriver and a pair of pliers tightening up a nut here and there or changing a cord or receiver once in a while. Believe me this game is not so much as they try to make you believe."

"You think not, eh?" Skinnay questioned. "Well, you've got a lot to learn."

"Oh, I don't know," Joe retorted, "I seen about all there is on the outside of the office and there ain't no comparison with the inside; all they got in there is a few pair of wires goin' to an operator."

"You think so, huh?" queried Skinnay. "You should get Shorty Caldwell, the switchboard man in the office, to show you through once."

At that Joe pricked up his ears and said, "Do you suppose they would bother with a guy like me and show me through the office; I'll bet they got some good lookin' girls in there?"

"Sure," Skinnay said, "Shorty is always glad to take a guy like you and show you there is something besides operators in central office. I'll tell him about you wantin' to go through the office and maybe he will take you through. I'll call you to-night or to-morrow and let you know what he says."

"All right," said Joe, "s'long and much obliged."

"S'all right, Joe," replied Skinnay, "s'long."

A couple of days passed before Skinnay got a chance to see Shorty and tell him about his friend Joe, the unbeliever in the intricacies of telephony, but when he did Shorty said, "Send him in. I'll show him that he's got a number of years of work, study and time to put in before he becomes a pioneer."

So Joe came in, and from the start his eyes were insecure in their sockets. However, after having been shown around the office he asked Shorty if he had enough time to go into a little detail of the subscriber's line and what happened to it after it came in over that little pair of wires. Also to give him an idea of how many connections are used in a central office for each pair of wires from the time the line is brought into the office until it is connected to the switchboard.

Shorty said, "That's a man-sized job," but he was beginning to see that

Joe was interested, and being always on the lookout for new men who are interested in the game, told him he would show him what he asked to be shown and explain it with the aid of some circuit diagrams.

"Take it easy, Shorty," Joe said, "you know I am only a greenhorn in this business."

"I will try to make it as simple as possible," Shorty replied, and with that he started, while Joe stood back and listened with nothing but interest and respect.

"Each subscriber's line is brought into the office on a pair of wires in an underground cable. That is where you asked me to start, is it not?" Shorty queried of Joe.

"Right," replied Joe.

Shorty proceeded, "The line is connected to an answering jack in the 'A' board where calls are answered by the 'A' operator, and to a multiple jack in the 'B' board where the 'B' operators complete incoming calls to the telephones. You remember the layout of the boards, don't you?" questioned Shorty.

"Yes, sir," replied Joe very respectfully.

"The answering jack, as indicated in Figure 1 (Shorty explained pointing out the block and frames, etc., and showing their illustration on a blue print diagram), is permanently connected by a cable to a block on one side of the intermediate distributing frame. The 'B' board multiple jacks are connected by a cable to a block on the other side of this same frame and are extended from here to a block on one side of the main distributing frame over there. The underground cables carrying the subscribers' lines are terminated on lightning arresters on the opposite side of the main frame."

Joe opened his eyes even wider when he saw the thousands and thousands of lightning arresters, or "protectors" as they are called in the offices, that he had seen before in the outside plant but in no such magnitude as he was now witnessing.

Shorty continued, "A subscriber's line may be connected to any one of the hundreds of answering jacks in the 'A' board, depending upon the class of service. You remember all the lamps on the

board upstairs, don't you? The line is also connected to one of the multiple jacks, the serial number of which determines the telephone number of the line."

"Some system," Joe ventured.

"When a single line is installed, a pair of flexible wires known as a jumper is used on the main frame, over here, from the cable pair to the multiple block to connect the incoming line to its multiple jack. (Shorty noticed Joe feeling among the jumper wires with wonder expressed throughout his countenance.) A three-wire jumper is used on the intermediate

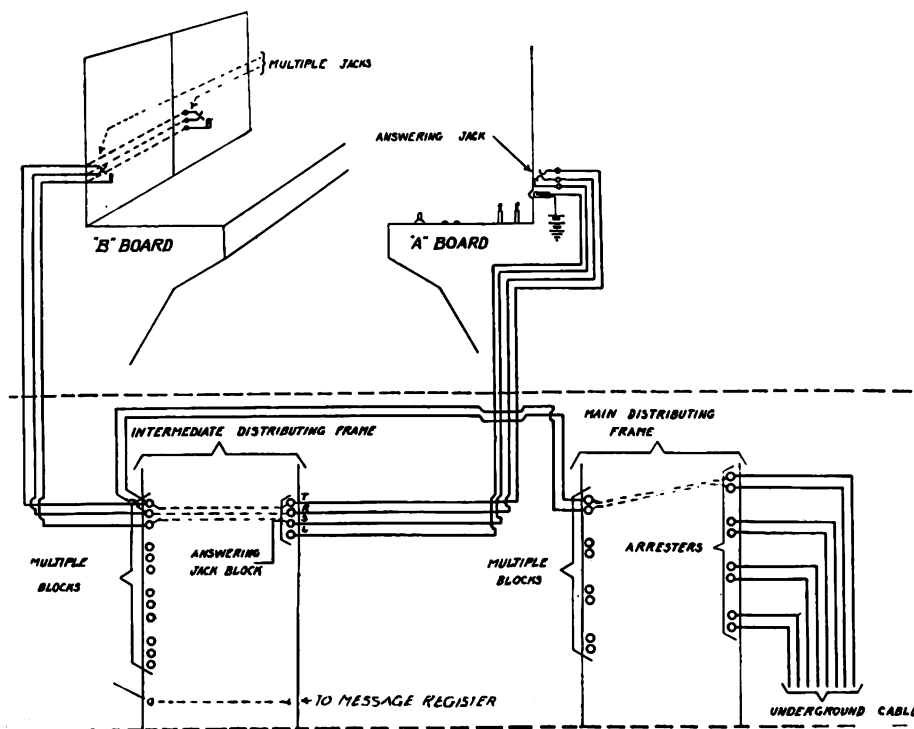


FIGURE 1 OF SHORTY'S CIRCUIT DIAGRAM

frame to connect the multiple to an answering jack. These jumpers are indicated by the dotted lines in Figure 1.

"Measured service lines require an additional single jumper wire which connects the third wire of the multiple terminals to the message register. You know a message register is an instrument used to record the number of outgoing calls on that line."

"That's those little meters in the glass case, ain't it?" asked Joe.

"Yes," replied Shorty as he resumed. "The telephones on a two-party line are usually connected to the same cable pair outside the office. The multiple jacks are bridged together in the office by running intermediate frame jumpers to the answering jack block as shown in Figure 2. Sometimes it is impossible to bridge the two telephones outside the office, in which case the two telephone stations are brought into the office on two separate cable pairs, and two jumpers instead of one are run on the main frame, one from each cable pair to its corresponding multiple jack terminals."

"Why is it sometimes impossible to bridge the two lines outside?" asked Joe.

"Lack of other parties wanting two-party service to bridge to," replied Shorty.

Throughout the explanation Joe looked as though he had suddenly been set down in the middle of some foreign country and some native was telling him a funny story in a foreign tongue. Much of the explanation was too deep for him, but he was getting a good idea that there was something in a telephone office besides

likewise bridged to the same cable pair outside the office."

"That's something I can understand all right," Joe interrupted.

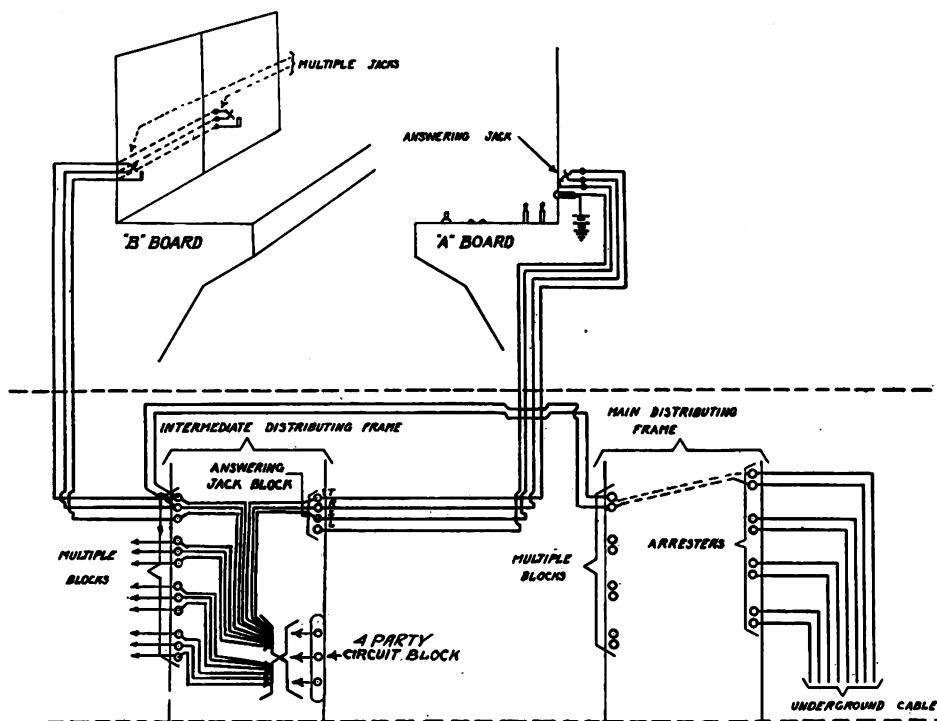


FIGURE 3 OF SHORTY'S CIRCUIT DIAGRAM

Shorty proceeded, "However, a more elaborate arrangement, as indicated in Figure 3, is required on the intermediate frame for bridging the multiple jacks. This involves the use of an additional circuit or bunching block to which the four multiple jacks are bridged, a jumper being extended from here in the usual manner to the answering jack block."

"How'dcha get all this dope in your head, Shorty?" asked Joe.

"Hard work and study," Shorty replied. "Thus a single line requires at least two and sometimes three jumpers in order to link it to the switchboard apparatus. A two-party line requires either three or four, and a four-party line six jumpers to connect all the stations to the switchboard. Each jumper, of course, must be connected at each end, and at each terminal of these jumpers, you must remember, that a set of cable wires is also connected. Therefore on a single measured service line you will find on the arrester side of the main distributing frame two connections on the cable, two on the jumper, two on a through bolt, four friction contacts on the heat coils and four soldered connections in the heat coils, totaling fourteen connections on this side of the main distributing frame. On the multiple side of the main distributing frame there is a total of four connections, two on the jumper and two on the cable. This makes a total of

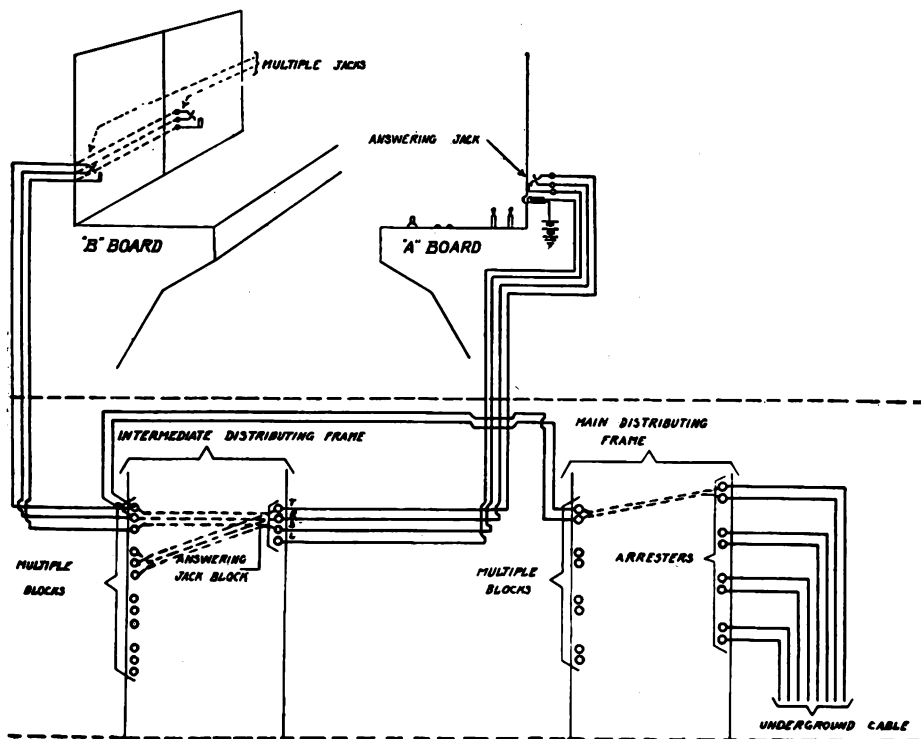


FIGURE 2 OF SHORTY'S CIRCUIT DIAGRAM

operators, and a fair general idea of the subscribers' lines inside the office.

Shorty was still at it and Joe was trying his best to get at least some of it, "The various stations on a four-party line are

eighteen connection on the main distributing frame. The multiple side of the intermediate distributing frame has five connections on the cable side of the block, two from the main distributing frame and three from the multiple at the 'B' board. The

jumper side has four connections, three to the panel and jack block and one to the meter block, totaling nine connections. The panel and jack block has three connections on the jumper and eight on the cable side, four to the line relay and four to the answering jack, totaling eleven connections. The meter block has two connections, one on the jumper and one on the cable leading to the meter, making a total of twenty-two connections on the intermediate distributing frame. This, with the eighteen connections on the main distributing frame, makes a grand total of forty connections on the frames on this type of line. Likewise a full four-party line will have eighty-seven connections on the frames and a two-party line outside bridge forty-six connections. Of course there are a lot of connections in the switchboards proper, but what I have told you is limited to the distributing frames. You will have to come again to learn about the switchboards."

As Shorty finished, Joe said, "Well, I guess I don't know much about the game, but you bet your life I have changed my opinion of it in the last couple of hours and I sure want to thank you for your patience with such a boob as I, and you can take it from me if there is any way that I can return this favor you have shown me, all you have got to do is to say it."

"You are entirely welcome," said Shorty.

"By the way, Shorty," said Joe, "you said you got some of this dope by study. What kind of a book does a fellow get to study about it?"

"I see you have not taken the company's Correspondence Course, have you?" asked Shorty.

"Nope," Joe replied, "I thought I could get by without it, but if I can get all or part of this dope in it, I sure am going to get busy."

"You can get some mighty fine information out of the Correspondence Course, Joe," Shorty informed him.

"Believe me I'm going to start it," Joe replied. "Well, s'long, thanks again."

"S'long, Joe," said Shorty, "come again."

Program by Telephone Employees to Be Broadcast

ARRANGEMENTS have been completed for broadcasting a program furnished by telephone employees from the Franklin Building connected by special wire to Station WMAQ, the *Chicago Daily News*, on Friday evening, January 9, from 9:15 to 10. Following is the program:

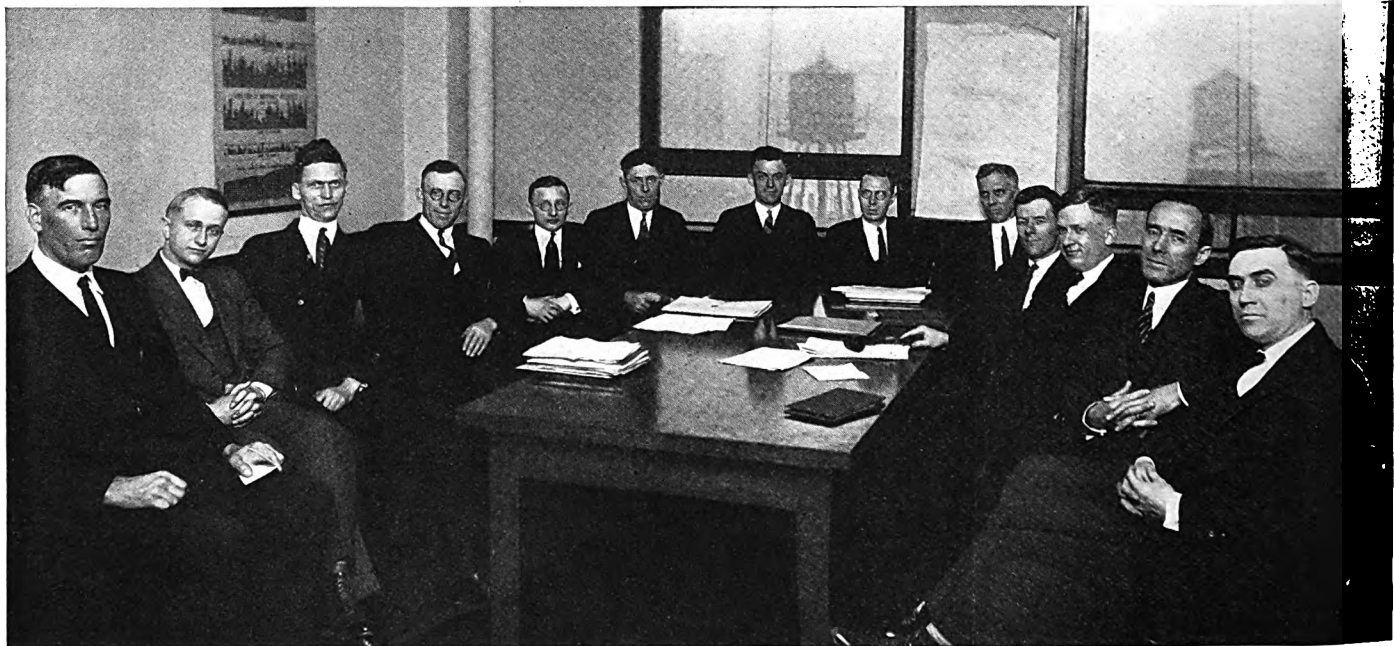
1. Illinois Bell Band (of fifty pieces)—*Princess of India*
2. Tenor Solo, Charles B. Hess—*Sunrise and You*
3. Bell Male Quartette—*A Little Close Harmony*
4. Flute Solo, W. B. Kirby—*Entra-Act*
5. Illinois Bell Band—*Moonlight in Florida*
6. Tenor Solo, Charles B. Hess—*Kashmiri Song*
7. Bell Male Quartette—*Put Away a Little Ray of Golden Sunshine*
8. Flute Solo, W. B. Kirby—*Selected.*

If this first program is broadcast satisfactorily, the *Daily News* will broadcast a second program on Friday, January 30.

New Year's Resolutions

WHEREAS, I realize that I owe to my family, fellow employees and myself my best efforts to obtain the greatest results possible in Accident Prevention work. Therefore, I hereby resolve:

- That I will take no chances—I might be injured.
- That I will be a careful workman.
- That I will keep safety constantly before me in my daily work.
- That I will not endanger the safety of my fellow employees by careless methods.
- That I will report all unsafe plant conditions.
- That I will make full use of the first aid equipment whenever necessary.
- That I, if a superintendent, supervisor or foreman, will make every endeavor possible to eliminate accidents from my department.
- That I will read all safety articles and bulletins.
- That I will observe all traffic regulations when driving an automobile.
- That a day on the job is far better than a day in the hospital.



BOARD OF DIRECTORS OF THE PLANT EMPLOYEES ASSOCIATION

From left to right—F. J. Halpin, Suburban Departmental Council; W. L. Kremer, Illinois Division Departmental Council; Grover A. Peterson, Recording Secretary; G. F. Mundt, South Division Departmental Council; A. G. Erdman, General Office Departmental Council; Paul Sokolowsky, Construction Departmental Council; J. J. Kurt, Plant Engineering Departmental Council; E. T. Henry, Plant Accounting Departmental Council; C. L. DePue, Corresponding Secretary, Department of Buildings, Supplies and Motor Equipment; E. V. Jones, Buildings, Supplies and Motor Equipment Departmental Council; Myron H. Fox, President and Chairman, Board of Directors, Illinois Plant; W. A. Mullings, North Division Departmental Council; Percy J. Moore, Treasurer, Chicago Plant.

Tenth to First Place in Six Months

TENTH to first place in six months! That's the goal set by the Accident Prevention and Health Betterment Committee for its fellow employees of the Illinois Bell. One



ON OUR WAY TO FIRST PLACE AND VICTORY

month is gone, but five remain and the way to victory—first place in the no accident race of the Associated Companies—is not a primrose path. It's an uphill fight. But it's a fight that is worth while for victory means more happiness and less suffering for Bell employees. It may mean that some child will not become an orphan or some wife a widow. It may mean that some man or woman will continue to have the full use of his or her eyesight to enjoy the beauties of the world, or that he or she may continue to have the use of strong limbs that do not need the aid of crutches.

This is not a fight where a picked team puts forth its utmost for a comparatively short period and the loyal rooters spur their teammen along. There is no one at the sidelines and the team is every employee doing his or her best continually to hold the record higher and yet higher until victory is achieved.

An Answer to the Question "Are We Right"

AN interested delegate of the Accident Prevention and Health Betterment Committee in the meeting on December 4, inquired of H. A. Mott, supervisor of safety, if the Traffic Department was included in the drive that had been instituted by this committee in its October meeting to reach its objective, namely; to put the company in first place in six months in the Accident Prevention race of the Bell family.

Mr. Mott assured the whole committee that the Traffic Department as a whole, its operators, chief operators, supervisors, clerks, district managers, the big boss himself and his superintendents, were in this race to win, and were rendering every ef-

fort to help us land in first place. This announcement was joyfully received.

Mr. Mott then read the statistics which showed that the Plant Department's accidents for October of 101 cases had been cut to forty-one cases in November, and that this was evidence of the committee's activity in the drive to reach its objective, and stated that he felt the Traffic Department would not be outdone by this record, and would accomplish similar or better results in this race.

"We honestly believe," said L. B. Boylan, chairman of the Accident Committee, "that if we all put our shoulders to the wheel, we will carry away the banner of victory which everyone feels our company is entitled to hold."

The Telephone and Other Utilities

THE practice of praising corporations has not been in vogue until in recent years, and even now it is not very prevalent.

But there is a better trend in that direction than in former years—corporations are being looked upon with better favor—if they are good ones.

A great change has come about in this respect especially with public service corporations, such as the telephone companies, the gas, light and power companies, the telegraph companies and so on along the line. In years gone by praises for these corporations were few and indistinct, but to-day little criticism is heard of them and, on the other hand, many people are beginning to praise these public service corporations for their efficiency and their scientific attack of the problem of rendering public service.

Only the other day a number of office employees in a business office in this city ended a test of the efficiency of the local telephone central office. And this was what they found out:

In a period extending over ten days or more the employees had given particular attention to response from the switchboard operators when calls were made. In every instance in the ten days the response was uniformly prompt. Only once in the ten days was a wrong number connected and the person who made the call was responsible for that by not calling the number distinctly.

The long distance service was also prompt, and in the time there were at least three calls daily to St. Louis, and calls to Indianapolis, to Chicago and other places.

When the test was ended the employees of the office named were of the opinion that the service rendered by the telephone company, so far as this city is concerned, could hardly be improved upon. In fact the continued good service extending through months before induced the office to make the test, as one of the staff said, "just to satisfy our own curiosity as to the efficiency of the service and to see if it would test out as good as it seemed." And it did test out.

The incident was recited to the editor without thought, perhaps, that he was listening in for an editorial. To the editor the test seems to show two things, a friendly attitude toward the corporations furnishing telephone service and a service that is worthy of the friendly attitude. And we believe the same test will prove as satisfactory with all of the public service and other corporations here. The experience with all of them is indeed pleasing to this establishment and we can qualify, in a measure to acclaim this because our bill for light, power, gas, water and telephone and telegraph service runs into the thousands of dollars each year.—Editorial taken from *Mt. Vernon Herald*.

Twenty Years Ago

TWENTY years ago the Bell Telephone System, with much trepidation, tried out one of the new "horseless carriages."

Now the motor fleet of the Bell System comprises more than 9,000 cars and trucks, and new tires have to be purchased on the average of one for every three minutes.

A JOY FOR THE TAILORED GIRL

Warmth and Durability, Combined With Snappy Lines and Chic Style, Make This Sweater Ideal for Sports or Business Wear

YESTERDAY, we were wondering if the Sweater Girl didn't have enough sweaters to last until summer time. We had just decided that we would give her a rest and let her catch up her winter's reading, when in came the picture of this nifty sweater, and we couldn't resist passing it along.

The sweater is called the "Promenade." But isn't its name a bit deceiving? It suggests that this interesting and useful garment has been originated solely for out-of-doors when it would also make a splendid addition to a business costume.

For early spring wear the "Promenade" will be ideal. It is closely knitted of Prospect radiant worsted and this will give it warmth combined with durability. The collar and cuffs, tipped with a brush wool in a contrasting shade, add touches of smartness and give it a decided tailored effect.

Directions for Knitting Blouse
MATERIALS: *Prospect Radiant Worsted*, 9 balls

Prospect Brush Wool, 2 balls

1 Pair Knitting Needles, No. 3½ (millimeter)

1 Pair Knitting Needles, No. 5 (millimeter)

PATTERN: Knit 1 row, Purl 1 row.

BACK — With No. 3½ Needles and *Radiant Worsted*, cast on 77 sts. K. 2, P. 2, for 3 inches. Change to No. 5 Needles.

Now work pattern, and increase in first row 1 st. in every 4th st. (having 96 sts. on needle). Work pattern for 12 inches. Bind off 4 sts. at each end. Decrease 1 st. at each end, every other row, 6 times. Work 4½ inches even. K. 29 sts., bind off 18 sts. for neck, and on remaining 29 sts. start front.

FRONT—Work and decrease 1 st. every other row towards front, 3 times. Work 1 inch even. Then increase 1 st. every other row towards front 3 times. Cast on 2 sts. at beginning of each row towards front, twice. Cast on 12 sts. towards front; (the last 6 sts. towards front are worked in the garter st., plain knitting, the other 6 sts. are worked in pattern st.). When armhole measures 4½ inches from shoulder, increase 1 st. towards underarm every other row, 6 times. Cast on 4 sts. towards underarm. Work until front is as long as back. Then

* K. 3 sts., K. 2 sts. together, repeat from * until end of row. Change to No. 3½

Needles. K. 2, P. 2, for 3 inches. Bind off. Work other front to correspond, but on the 3rd row from neck start to work buttonhole as follows: K. 3, bind off 3, work to end of row and on next row cast on 3 sts. over the bound-off sts. Work buttonholes 3 inches apart.

SLEEVES—With No. 5 Needles, pick up 52 sts. Work pattern for 15 inches, or desired length. Change to No. 3½ Needles and with *Brush Wool* K. 2, P. 2, for 2 inches. Now knit plain for 3 inches. Bind off. Sew sleeve and side seams neatly together.

COLLAR — With *Brush Wool* and No. 3½ Needles, pick up 82 sts. around neck, K. 2, P. 2, for 2 rows. On 3rd row work a buttonhole. K. 2, P. 2, for 1½ inches. Work another buttonhole. K. 2, P. 2, for 3 rows. Now knit plain for 2 inches. Then K. 20 sts., turn, K. the 20 sts. Knit across row. K. 20 sts., turn, K. the 20 sts., turn. Knit across row. K. 16 sts., turn, K. the 16 sts., turn. Knit across row. K. 16 sts., turn, K. the 16 sts., turn. Knit across row. K. 1, K. 2 sts. together. K. 9 sts., turn, K. the 11 sts., turn. Knit across row. K. 1 st., K. 2 sts. together. K. 9 sts., turn, K. the 11 sts., turn. Knit across row. K. 1, K. 2 sts. together. K. 5 sts., turn, K. the 7 sts., turn. Knit across row. K. 1, K. 2 sts. together. K. 5 sts., turn, K. the 7 sts., turn. Knit across row. Bind off.



THE PROMENADE
It is a sweater that has all the style and snap of a tailored garment.

POCKET—With No. 5 Needles, cast on 21 sts. Work pattern for 5 inches. Then knit plain for 3 ribs. Now decrease 1 st. at each end every other row until 5 sts. remain. Bind off. Sew in place as illustrated. Brush collar and cuffs with a wire brush.

Self Preservation

THERE is an old saying "self-preservation is the first law of nature." But we, who are in the accident prevention game, see so many contradictions in our everyday life that we wonder whether or not self-preservation is really the outstanding instinct in man. Every day we receive reports which prove without a doubt some employee unnecessarily took a chance with life or limb. To save a few minutes effort a lineman will climb an unsafe pole without properly guying or piking it, or a cable splicer

will throw a rope over the messenger and ascend the rope rather than climb a pole and use a cable car out to the place of work.

CAREFUL WASHING WILL INSURE GREATER BEAUTY FOR YOUR KNITTED GARMENTS

DIRECTIONS: Before washing, lay knitted garment flat on table and measure length, width, back, front, underarms, etc., so that garment may again be shaped to original size. Into a washbowl, put two tablespoonfuls of any soap flakes containing pure cocoanut oil; add hot water, then cold, to make suds lukewarm. Squeeze suds gently through the soiled parts. Rinse in three lukewarm waters. Do not rub, twist or lift above water. Dry flat over absorbent cloth, in even temperature away from sun or steam and out of wind or cold. Before quite dry, shape to measurements taken before washing.

These and numerous other thoughtless and careless stunts are "pulled" day in and day out.

We believe thoughtlessness is the chief cause of disregard for personal safety but we think laziness runs a good second. The thought of danger and its consequences is unpleasant, so some ignore it. They continue in the blissful state of ignorance and thoughtlessness until they are rudely awakened by an accident. Some folks, especially those who work in more or less hazardous jobs, become so familiar with danger that they soon disregard it altogether. They take chance after chance, and, thanks to some unknown power, get away with it, gradually forgetting that danger even exists,—until Old Man Accident overtakes them or one of their close friends.

To some natures danger is a stimulus. To them safety or security is monotonous and irksome. To them, chance taking is the spice of life and the reward for a single performance is greater than they would receive for many weeks of useful monotonous work. We find this individual in the ranks of stunt aviators, human flies, etc. They love the admiration and hero worship of the crowd, but remember these people are being paid for doing these stunts; it is a business proposition with them. There are occasions where disregard for personal safety raises to heights of nobility, i. e., when one sacrifices oneself to save another. But taking unnecessary chances and risks with no lofty motive except to save a few minutes time or to spare a little

effort is neither noble nor heroic. The shortest cut home is not always the best.

Human beings are comparable in a way to electricity. They both have a tendency to follow the path of the least resistance and very often the dangerous way is apparently the easiest way. Therefore, the Safety Bureau has to combat this tendency and in order to succeed it must cause men to think. It has been said the Safety Bureau prevents accidents, but this is not true. It puts the matter before the employees, tries to make them think, and if accidents are prevented the employees themselves are the ones who do the preventing. In other words self-preservation is merely education. The safety instinct is present in every nature. True, it may require persistent effort to awaken it and keep it functioning, but the fact that this company went from eighth place to third place in standing of the Bell System accident prevention race is proof that education along the lines of safety will pay a two-fold reward. Also, as further proof that if our efforts are relaxed our conditions will revert to the former state, this company gradually dropped from third place to tenth place. Now, getting down to brass tacks let us tell you what we are hitting at. The Accident Prevention and Health Betterment Committee is endeavoring to place this company in first place in the accident prevention race. The committee needs your help to educate those who have not yet seen the light. Come on you loyal I. B. T. fans. Let us place our flag at the top. There is only one little word necessary to succeed in this endeavor and that one little word is think.



DO YOU REMEMBER WAY BACK WHEN WE WERE ALL HANDSOME AND HAPPY WITH BUT 300,000 STATIONS TO MAINTAIN? A PICTURE OF A WIRE CHIEFS' MEETING AT WABASH OFFICE ON MARCH 21, 1912. SEATED ON FLOOR—AL SHERMAN, JACK WOLCOTT, R. M. BENNETT, WALTER WORK AND FRED WINSLOW. SEATED—AVERY VERMILYEA, FRANK BURCHBY, GREGG, MILLS, ART SMITH, FRANK MERRIMAN, IKE BOYLAN, ROY ALTMAN, FRED JUDSON, M. J. WELCH AND HENRY LEEKLEY. STANDING—JESS MARTIN, O. J. EMMONS, JIM SIMPSON, PAUL STOBBE, BILL PLASKETT, HERB CORNELL, HENRY LEWIN, VERNE RAY, W. W. KINSLEY, W. E. CONRAD, JIM CADY, OSCAR WALLEN, BILL LARKIN AND BILL DUNNING. STANDING—REAR—GEORGE NOE, JOHN ACKER, HARRY GREENE, JOHN BRODERICK, PAUL HAMMANG AND H. H. HENRY.



PLANS FOR THE NEW YEAR

By May T. Dewhurst

"LISTEN to this, Mother," said Tom, who was looking over a magazine while Mary and Mother sat sewing a few nights after Christmas, "I'm finding some good things in this magazine that Cousin John sent me. This verse will suit you."

"It ain't the senseless hoardin'
Nor stintin' of our needs,
But efficiency in spendin'
That should become our creed.
It ain't some money set aside,
On impulse once a while,
But steady savin' day by day,
That builds the steady pile."

"That's just right," said Mother, "I hate being a miser. I wouldn't save a cent if it were just to look at my pile. I want to save some money so I can spend it."

"You mean spend it when you've saved enough to amount to something," added Mary. "Do you remember how we hesitated quite a while about laying up seventy-five cents a week?"

"Yes," answered Tom, "I must say I thought we were living as cheaply as we could and I was keeping up a little savings account."

"And that came in handy when you got a chance to buy a share at \$100. Just think, Tommy, you had about \$50 saved up before you went to work for the company. I was so glad that settlement worker got you children to bring in your pennies every week. It made it easy to save, and I guess you appreciate pennies better when you see \$50. You began with a penny a day and then you would be so proud when you got a nickel or dime extra to put in."

"Yes, it was a grand and glorious feeling to beat the other kids and that woman sure did have a pleasant smile when you brought more than a penny."

"Smiles are wonderful things," said Mother; "you can accomplish more with a smile than you can with words, sometimes."

"Yes," assented Mary, "that's the trouble with our work. A smile in the voice, doesn't reach all the subscribers."

"Yes," said Tom laughing, "if they saw some of you girls, I bet they'd drop the nickel without making any fuss about it."

"That's the way that girl in our office gets us to saving in the Christmas Savings Fund. She is always around on payday and the nickels and dimes slip away from us without a pain."

"Well," said Mother, "that plan was pretty good for us this year. It's so hard to take all your Christmas spending money out of one month. We feel pretty poor in January."

"One of the plans is supposed to reach your case," said Tom. "It begins with ten cents a week, twenty-cents the next—ten cents more every week. Of course it looks easy at first and you get \$127.50 and interest at the end of fifty-two weeks, but when it gets up to three or four dollars and, finally, five a week, I should have to borrow to pay it."

"Reducing is the fashion now," laughed Mary. "I'd rather begin with five dollars and get down to ten cents. Anyway, I'd rather lay up my bigger money in company stock, for that pays more interest while you are saving and it is out of your pay check and you can't help saving."

"All the same these penny savings accounts are good to go along with it. How much have you got now in yours, Tommy?"

Tom pulled out his little account book and said, "I've got eighty dollars. That's pretty good right after Christmas."

"I should say it is," said Mary, enviously. "But you and Katie will need it if you keep up that wild idea of building. After you get married you won't have much to put in your savings account."

"Well, I shall be spending what I've saved for something that's worth it and I intend to keep on buying some stock if we have to live on oatmeal."

"Good for you, Tommy. Oh, Mother, I'm going to try this dress on now. I've finished the last piece of embroidery. You were certainly a darling to buy me this lovely goods for my Christmas present. And I must wear it to the Wilson's party on New Year's Day."

The bell rang and John Crane and Katie appeared. For several weeks Katie and her mother had been settled in their new home in the Crane apartment. Tom barred the way as they were about to enter the room and said politely "Ticket please. All seats reserved. Tickets, please. Curtain rises in five minutes."

"What's the matter with you," demanded John, as Mother and Katie laughed. "Where's Mary?"

"Mary is taking up a new profession," said Mother. "She is going to pose in the Fashion Show." And then Mary appeared in her pretty brown dress and discovering John in the audience she greeted him with a polite bow and formal hand shake.

"Is that what a new dress does to you!" said John, catching her other hand and whirling her around the room.

"Be careful; it's only pinned," said Mother in alarm.

"You are altogether too rough for good society," said Mary. "If you don't behave you can't go to the party. I was practicing on you to see if I knew how to meet Mr. Wilson and then you act up that way!"

"Well, how was I to know? I thought Tom was fooling when he asked for my ticket to the show. Go out the exit again and I'll be ready. Tom you be Ted, and Katie you be Betsy, and

WHILE the year is young and its songs unsung,
I would beg a blessing for thee—
May the skies be blue, may thy friends be true,
And the world be better for thee.

When the year is sped, when the words are said,
And its songs and its joys are done,
Be thy heart content with a year well spent,
Nor wish one of its deeds undone.

Mrs. Miller can be Mrs. Wilson."

Laughing, Mary left the room and as she entered again John with exaggerated politeness stepped forward and said in an affected tone, "My dear Miss Miller, how good of you to come. My dear," turning to Mrs. Miller, "this is Mr. Miller's little sister of whom he speaks so lovingly. My son, this is Miss Mary, the efficient chief operator, who has been good enough to leave her office for a few hours to dine with us. And this is our little daughter, Betsy. Come here, Betsy, and make your courtesy. I'm sure you will love each other dearly."

"Why, John Crane," laughed Mother. "I didn't know you could act like that. I wish Mr. Wilson could see you."

After the laughter had subsided Mary succeeded in getting the verdict on her dress which, it is needless to say, was most favorable as it was planned and made after one of the pictures in the BELL TELEPHONE NEWS, and John, at least was sure that there wasn't a prettier girl in town.

"It is just lovely and awfully becoming with your light hair," said Katie enviously. "I just love the brick color and tan with that brown. I'm afraid my blue dress will be tame with your up-to-date colors."

"Blue is prettier than brown," asserted Tom.

"Men like blue, I guess. I know your father did and there was one dress I had before we were married that he always talked about," said Mrs. Miller with a faraway look in her eyes.

Tom looked at Katie and she smiled as she remembered the dress she wore the day she met him at the farm and they had listened to the hermit thrush in the woods and Tom had said the dress was like the sky.

"That play," said Tom, "sets me to thinking. How do you act when you are introduced? 'Pleased to meet you' has gone out, hasn't it?"

"Yes," said Mother, "I read somewhere that you just shake hands and say the name of the person you meet."

"And you have to present the man to the lady, like 'Miss Miller, let me make-you acquainted with Mr. Crane,'" said Katie, "but I always get excited and do it wrong."

"Well, this family and the Wilson's are acquainted, so we don't have to worry," laughed Mother.

"If you see me eating with my knife, Mother, kick me under the table."

"Yes, I will. I should be more likely to box your ears at home if you did it."

"If they have a whole row of forks and spoons, which one shall I use first? I went somewhere once and got all tangled up. I was about to use a pickle fork for my coffee only the waiter helped me out."

"Oh, Tom, you used your big fork for your shrimp cocktail, I suppose. That wasn't a pickle fork."

"Yes, I counted wrong. How was I to know we were going to have seven or eight courses?"

"Well, Tommy, I'm going to watch Mrs. Wilson and see which she uses. All you have to think about is to take your fork in your right hand when you eat, the way I've taught you from a boy."

On New Year's, when the family really arrived, the easy, jolly way in which Mr. and Mrs. Wilson met them, set everyone at ease and Ted and Betsy greeted them with a shout. And Bob,

very conscious of a smart red bow on his collar, would have broken down any formality by his amusing capers. Being told by Katie not to bark, he proceeded to sit up on his hind legs till Betsy with shrieks of laughter set him to running after her ball.

As Katie took off her coat in the dressing room Mrs. Wilson whispered, "My dear, you look pretty as a picture in that blue dress. It's so becoming."

"I'm glad you like it, but you know Mary's is more stunning and see how much work she put on it."

"Well, Mrs. Crane, I must say the boys are lucky who get these girls. See what they save by making their clothes and they look like a million dollars."

In the living room Tom and Mr. Wilson were already talking houses. Tom was showing him the picture of the concrete house he liked and Mr. Wilson thought it very convenient and desirable, but he saw the difficulties that Tom would face in getting land and building such a house with his little capital and with building complications and labor and materials so high.

"We'll think it over a little, Tom. I've got an idea in the back of my head. After dinner we'll have another discussion."

Mrs. Wilson said, "Yes, my dear, dinner is ready now. It's just wonderful to have a nice big family like this."

"Come on, Mrs. Miller, you are going to sit at my right, so we'll lead the way," said Mr. Wilson, "and Tom, you bring Betsy, and Ted bring Katie, and John can take care of his two girls."

"And I'll bring Mrs. Freeland and I guess you'll find your places all marked," said Mrs. Wilson.

The table was beautiful with a lovely center piece of fruit, oranges, grapes, deep red pomegranates and rosy apples. Silver branch candlesticks were on each side with three red candles in each. A lovely little red rose lay at each place and every one was busy at once pinning them on.

The array of forks was not so alarming as Tom had predicted, but this time he used the 'pickle fork' with the shrimp cocktail which was the appetizing beginning of the dinner.

"I am rather old fashioned," explained Mrs. Wilson. "I don't like to have soup and fish to take off the edge of my appetite for our national bird."

"That is where my wife is sensible, I say," said Mr. Wilson, as the huge turkey was set before him. "And she always insists on putting it on this way instead of having it carved in the kitchen. I guess that's right, too, though I don't shine as a carver. I'm going to stand up to this, if you'll excuse me."

"It looks so handsome, I should have been sorry to have it cut up before we saw it," said Mrs. Miller.

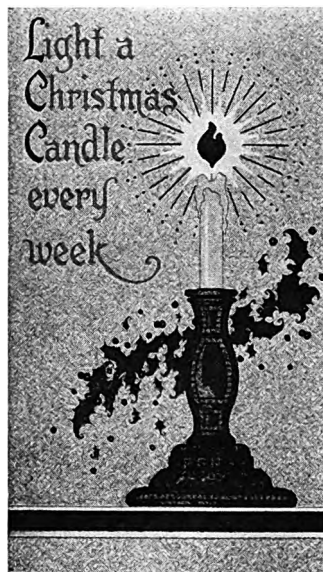
"Can I have the wishbone, daddy," asked Betsy. "I want to wish something with Mr. Tom."

"Well, I'll do my best and I suppose Bob will have to have a drum stick."

"Not till after dinner," said Katie. "He's been told he must be quiet till we are through." As she spoke Bob stretched very straight, as if dead, but the twinkle in his eyes set them all to laughing.

Mrs. Crane, who was at Mrs. Wilson's right, said to her, "This dressing is just delicious. What is in it that makes it different?"

"I think it is so good because it has boiled chestnuts mixed



HERE'S HOW SOME CHRISTMAS SAVINGS CLUBS WORK:

Class 1—First week 1c, second week 2c. Increase each weekly payment 1c and receive in 50 weeks. \$12.75.

Class 1-A—First week 50c, second week 49c. Decrease each weekly payment 1c and receive in 50 weeks. \$12.75.

with the bread crumbs. The cook said she would make an oyster stuffing, but I'm too old fashioned for that. I don't like to spoil my nice turkey flavor with fish."

Coffee was served in the living room before the fireplace and Mr. Wilson began at once to talk house. "Say, Tom, I have an idea! Maybe it won't work, but did you ever think of a duplex house? A man I know built one and he rents one floor and lives on the other and the entrances are separate so they have all the privacy they want."

"I haven't the capital for that and then I guess it's going to be hard to find a lot I can afford without going too far out."

"Well, Tom, the idea I have may not work out, but what would your mother and you think of building your own house over? The foundations are very good, I've noticed, and I believe you could make it over into a duplex and keep that nice garden, too."

Mother's face shone as she eagerly said, "Oh, that would be splendid. I never did believe in living with my children after they are married, but this would be so convenient."

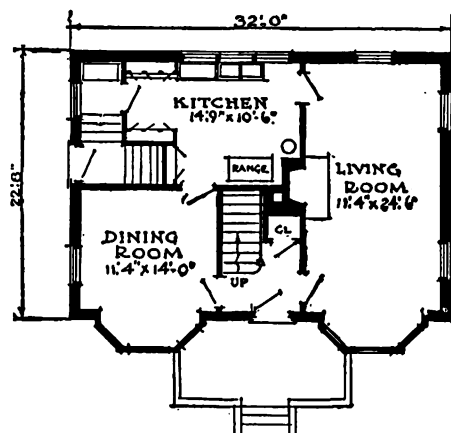
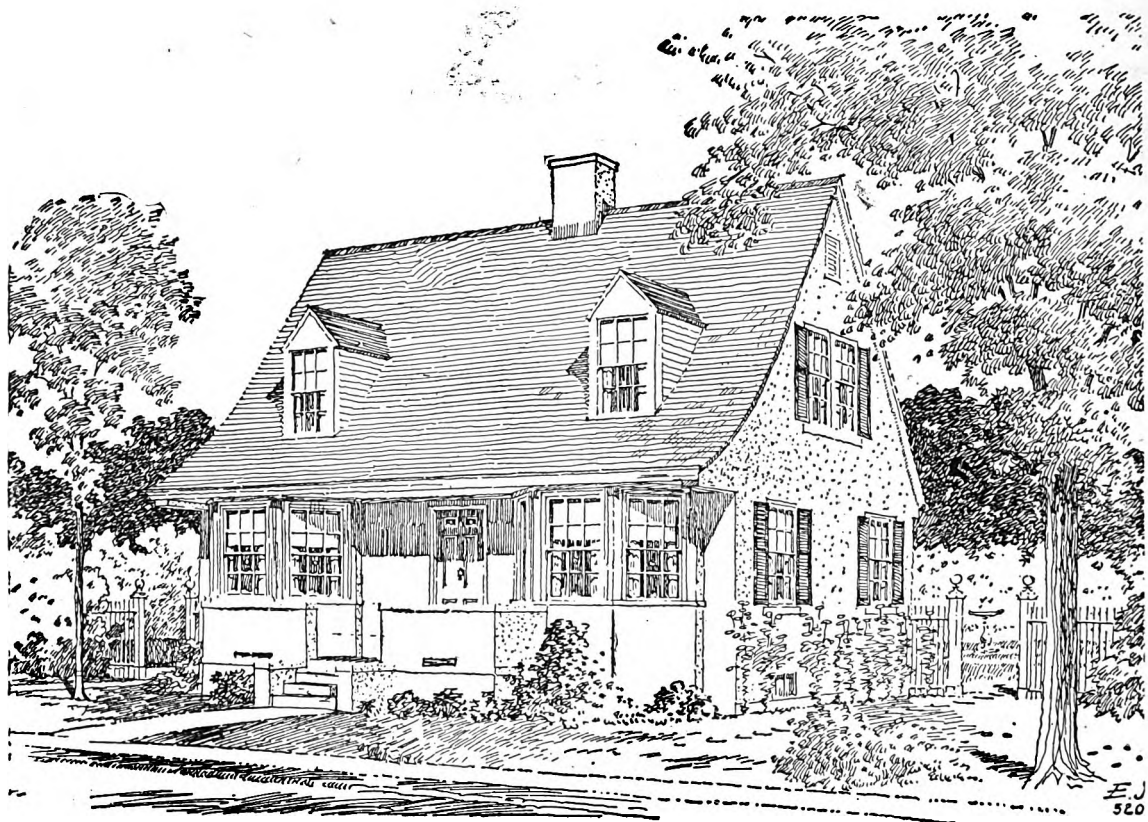
"Even if you used your own entrance? I should insist," laughed Tom, "on your keeping out of ours unless you rang the bell first."

"I tell you what, Tom, I'm going to come over some night and look the place over and I guess I'll send my agent over tomorrow to see what he thinks of the foundations and the possibilities. And meanwhile you better look over your savings and see what you can put in."

"You must come too, Mrs. Wilson, because you have such good ideas and if it is convenient I wish you'd come in time for dinner," said Mother.

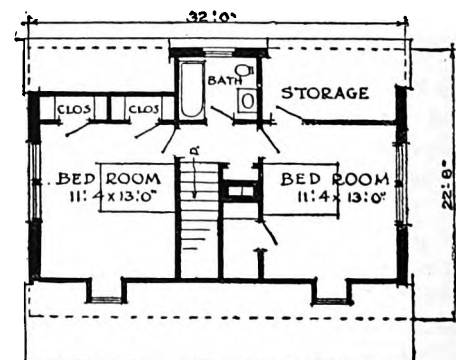
"Why, that will be lovely, if you promise not to go to extra work."

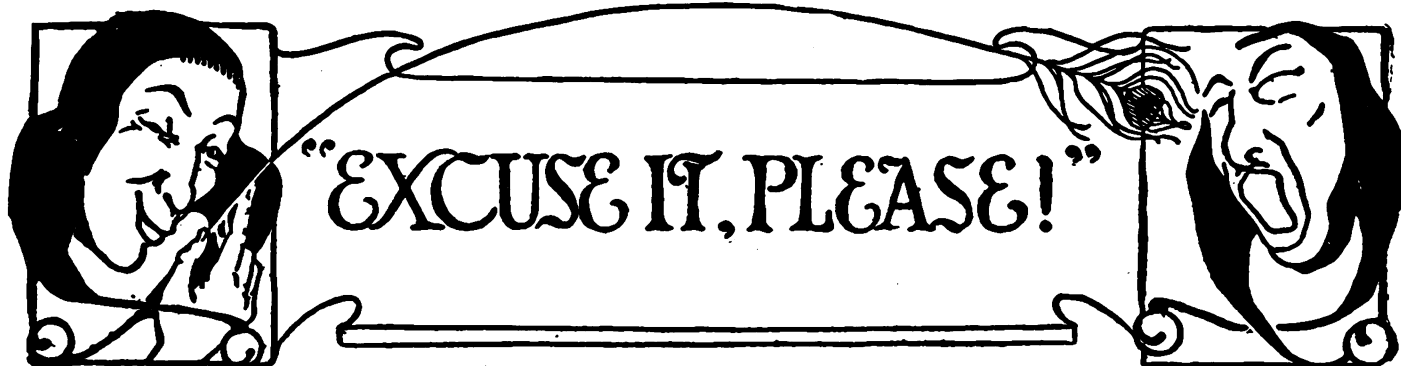
So it was arranged to have a business conference on Wednesday evening and mother was happier than she had been for weeks for there had been moments when the thought of Tom's going, and the necessary changes had brought a dread to her heart. And it must be admitted that Tom had sometimes felt selfish as he thought of leaving his mother even for the best girl in the world.



FIRST
FLOOR
PLAN

SECOND
FLOOR
PLAN





Warranted

As a Presbyterian elder was shaving just before going to church he made a slight cut on the tip of his nose. Calling his wife he asked her if she had any court-plaster. "You will find some in my sewing basket," she said. The elder soon had the cut covered. At church, in assisting with the collection, he noticed that every one smiled as he passed the plate. Very much annoyed, he asked one of his assistants if there was anything wrong with his appearance.

"I should say there was," answered his assistant. "What is that upon your nose?" "Court-plaster." "No," said his friend, "it is the label from a reel of cotton. It says, 'Warranted 200 yards.'"—*Forbes Magazine* (N. Y.).

He: "I played Mah Jongg last night with a solid ivory set."
She: "Who were they?"

Das Ban Tuff

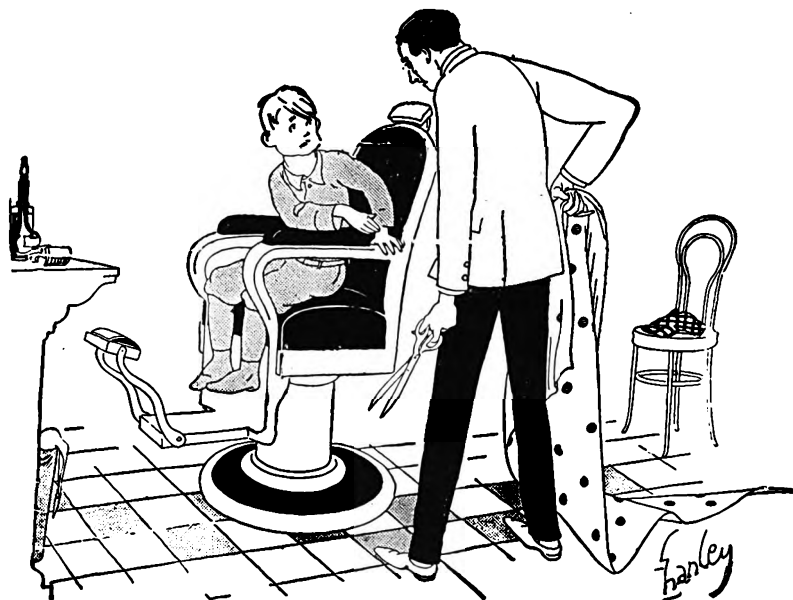
Ofer en Yermanny ef faller gets nasty vit telephone oprator because hae net get right number right away hae may haf yuse of phone taken away for two day. Ef dere bane rule lak dese en dese country, der bane von faller en dese town vat skall lose yuse of telephone saxty day efry mont.—*Craig, Colo., Empire*.

For Baby's Wants

A subscriber approached the cashier at the Waterloo, Ia., telephone office and asked him if the telephone company had an old telephone receiver which he could buy. Thinking that he wanted it for a radio set, the cashier started to explain that telephone receivers were impractical for radio purposes. The subscriber interrupted him by saying:

"I did not want it for a radio—I wanted it for the baby; he is cutting teeth and likes to chew on the telephone receiver, but sometimes when the receiver is off the hook it 'screams' so he is afraid of it, and I would like to get one that could not make a noise."

A facetious operator, who heard about the incident, suggested that the baby be given a teething "ring." — *Northwestern News*.



"And use the machine, Tony; none of these boyish bobs."

Fast Traveler

We like a story that was very popular with the army in France.

It is the tale of a negro who was beating it for the back areas as fast as he could go, when he was stopped by an officer. "Don't delay me, suh," said the negro. "It's gotta be on my way."

"Boy," replied the officer, "do you know who I am? I'm a general."

"Go on, white man, you ain't no general."

"I certainly am," insisted the officer angrily.

"Lordy," exclaimed the negro, taking a second look. "You sure is! I musta been travelin' some, 'cause I didn't think I'd got back that far yit."

And Then Some

A certain lawyer had found the witness difficult to manage, and finally asked whether he was acquainted with any men on the jury.

"Yes, sir," replied the witness; "more than half of them."

"Are you willing to swear that you know more than half of them?" demanded the lawyer.

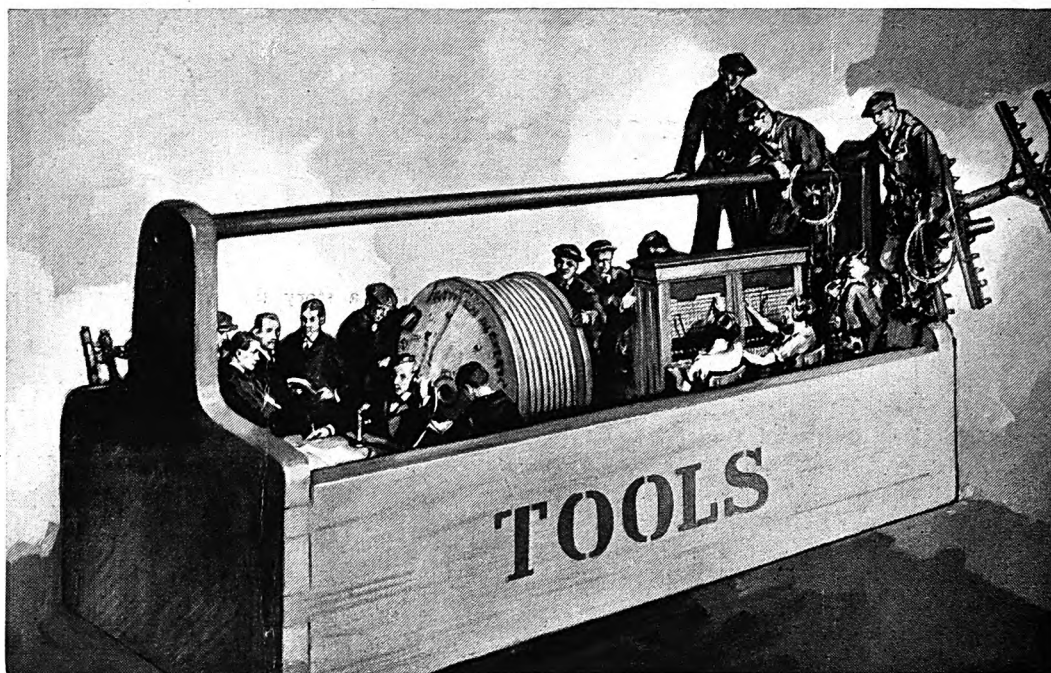
"Why," retorted the witness, "if it comes to that, I'm willing to swear that I know more than all of them put together."—*Harper's Magazine*.

Right Off the Griddle

An electric stove company has a most peculiar damage suit filed against it. The plaintiff's petition contains these words:

"Plaintiff alleges that this defendant represented to her that this stove would not become heated on the upper surface of the oven. That plaintiff, relying wholly upon this defendant's representations, placed her bath tub in the kitchen near the stove. That, upon emerging from the tub, plaintiff's foot accidentally came in contact with the soap upon the floor and she was thus compelled to sit upon the stove."

"That, although she arose therefrom with all due diligence, she discovered she had been branded 'B-47.'" — Prize winning joke in *Forbes Magazine*.



The Tools of National Service

The American people lead the world in the efficiency of industry. Who can say what part of their success is due to the superior implements they use. This much we know. They have the world's best telephone system as an instrument of communication, and they use it without parallel among the races of the earth. To this end our telephone service must be equipped with proper tools.

The tools of management. Bell System executives, rising from the ranks of those who know telephony, must share our responsibility to the public, most of whom are telephone users, shareholders or workers.

The tools of service. The national, two-billion-dollar Bell System, han-

dling fifty-eight million telephone calls a day, must be enlarged and extended while in use.

The tools of forecast. We must continue to know the rapid and complex growth of communities and make provision in advance, so that the telephone will be ready when needed.

The tools of supply. The Western Electric Company, our manufacturing and purchasing department, its factories manned by 40,000 workers, assures us that extension of facilities need never be interrupted.

We must have the best tools of finance, of invention, of everything else, in order to continue serving the American people.



**AMERICAN TELEPHONE AND TELEGRAPH COMPANY
AND ASSOCIATED COMPANIES**

BELL SYSTEM

One Policy, One System, Universal Service

BELL TELEPHONE NEWS

IN THIS TEMPLE
AS IN THE HEARTS OF THE PEOPLE
FOR WHOM HE SAVED THE UNION
THE MEMORY OF ABRAHAM LINCOLN
IS ENSHRINED FOREVER



FEBRUARY

1925

February—Month of Sacred Memories.



TO every American the month of February is sacred. It is the natal month of two great apostles of liberty, both destined to receive the highest honor within the gift of their country, which was to come to them through pure merit of achievement.

George Washington, born February 22, 1732, rose to manhood among the conditions of colonial life best calculated to bring out his strength of character. Chosen by his countrymen to lead their armies, he stood at their head for seven years until American independence was wrung from a strong and relentless foe. After a brief respite in private life, he was again called to become the first president of the republic. His firmness of character, his eminent wisdom and the prestige of his great name gave dignity to the office of president of the United States, which it has always held. From the day that Washington took the oath of office as the chief magistrate of this government, the office of president of the United States has always been the crowning honor which a citizen of this world might attain.

Abraham Lincoln, born February 12, 1809, in Kentucky, settled in Illinois where he early became interested in politics, not as a partisan but as a patriot. The public conscience was gradually crystallizing into strong opposition to the further extension of negro slavery, and Abraham Lincoln became one of the foremost advocates of free soil for the then new dominions of the west.

His courage and his logic in debate made him a commanding figure in the politics of the day. Nominated for president on a platform opposed to the further extension of human slavery, his election was the signal for the beginning of the secession movement in the south, which culminated in the bloody civil war.

The devout American cannot escape the feeling that the hand of Providence had its part in the upraising of Abraham Lincoln for this crisis in his country's history. Through the four darkest years in the life of America he stood firm as a rock for the preservation of the Union, finally becoming liberator to thousands of human beings who had been held in servitude for no other reason than that their skins were dark.

In a park in America's most beautiful city, named for the Father of his Country, stands a noble shaft to the memory of Washington. At the opposite end of the same park stands a beautiful memorial designed by master architects, erected by master builders, and embellished by master sculptors. Through the ages this memorial will stand, a testimonial to the affection of his countrymen for Lincoln.

As Washington was the Father of his Country, Lincoln was its preserver. The memories of both are enshrined in the heart of America.

BELL TELEPHONE NEWS

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CHICAGO, ILL., FEBRUARY, 1925

Number 7

SLEET STORM SWEEPS CENTRAL ILLINOIS

Illinois Division, Long Lines and Connecting Telephone Companies Suffer Major Losses, Suburban in on Backlash—Rebuilding Starts Promptly—Public Has High Praise for Company and Men

GENTLE rain falling with but a slightly greater intensity than that of a summer shower and accompanied by a freezing temperature for two days, December 18 and 19, 1924, made a path of sleet over 100 miles wide from Chicago to St. Louis and, in the Illinois Division alone, demolished plant of the Illinois Bell Telephone Company the replacement of which will cost at least \$1,000,000. The total damage to plants of connecting telephone companies probably will run into even larger figures. The sleet storm was followed immediately by a drop in temperature to ten degrees below zero or in many cases even lower, which made rehabilitation extremely difficult.

The storm which has been characterized as the worst in any area of the size in the history of the industry caused almost complete destruction of the lines in the worst affected areas, due to the thickness of the sleet and the heavy icicles hanging from the wires and the following cold weather which froze the fallen wires into the ground and made salvage all but impossible.

More than 23,000 Illinois Bell poles were broken down in the Illinois Division and in the center of damage, Springfield, Decatur, Alton and Bloomington, hundreds of drops and a few cables were down.

The Long Lines Department of the American Telephone and Telegraph Company lost about 3,500 poles in Illinois and suffered a monetary damage of about \$350,000. In the Suburban Division neither the extent nor the damage of the storm was as great. Most of the trouble consisted of scattered pole breaks and the number of poles down totaled about 1,200. The Chicago City Division suffered no damage.

Property damage other than telephone was proportionately great. The other public utilities using overhead wires suffered heavy damage and in many places shade trees which had added to the beauty of the cities in which they grew, and fruit and shade trees in the country were denuded of their upper limbs and branches, or totally destroyed. Roads were littered with branches, poles and wires in tangled and frozen mazes. Electric power and trolley wires were in many cases mingled with telephone and telegraph wires. The usual hazard of

fallen power wires was minimized due to the splendid cooperation of the power companies which cut off their current as promptly as practicable.

Storm Extends Over Other States

Outside of Illinois the path of destruction extended eastward over the southern tip of Michigan, the northern tip of Indiana and a small strip in Ohio reaching about as far as Toledo. Southwest the storm affected Missouri, Oklahoma and Texas. But the worst destruction was in Illinois and Missouri. Long Lines lost a total of about 6,000 poles including the Illinois losses and \$600,000 damage for the system. The losses of the Southwestern Bell Telephone Company in Missouri were almost as severe as for the Illinois company, but were tempered by the fact that the concentration of plant is not as great.

Repairs Begun Immediately

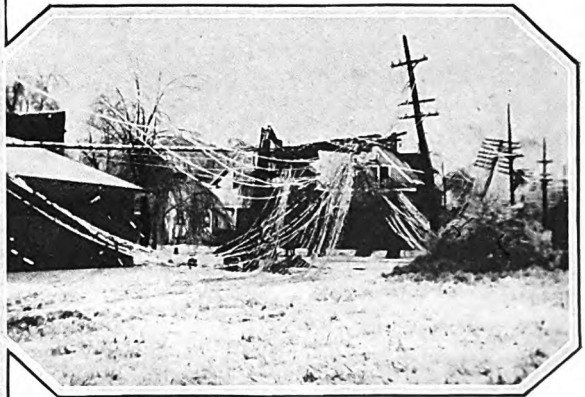
Despite the extreme cold following the sleet damage, repairs on the lines began almost at once. Telephone communication with headquarters was impossible for the first few days, but as the extent of the damage became known supplies were rushed to the points affected and later, as communication was established, more supplies, if needed, and gangs of men were sent. The general plan of reconstruction was first to put up every second pole in a temporary manner and then run through four wires; second to complete the temporary repairs, put in the remaining poles and the normal number of circuits. This placed the lines in a safe condition so that permanent reconstruction might be done under better conditions and without undue cost.

Plant Damage Very Great

In Springfield and Alton the exchange plant was seriously damaged. Poles, cables, wires and terminals were down in the streets and a large number of subscribers' lines were out. In Springfield there were over 4,000 lines out due to broken cables and wire. In Alton there were almost 1,000 lines out due also to broken cables and wires. In fact the destruction was so great that it was impossible to restore the lines to their former state. During the past year a



Gibson City—typical street scene in the storm area.



Above—Storm damage in Springfield.

Left—Destruction near Bloomington.

heavy construction program had been carried on and the wires and cables which were broken in Alton by the storm were among those which it had been planned to replace with new construction. So instead of replacing the old plant temporarily the new construction plans are being speeded up and the damaged plant is being replaced with new cables. This will take more time but when service is restored in that manner it will be in a high class, permanent shape. Reconstruction in other cities also involves general plans which must be considered in a broad way. This type of construction is slower and requires much more detailed engineering and planning and a much more complicated assemblage of material so that work in the cities has necessarily not moved as rapidly as the work on toll lines.

In many cases as high as two-thirds of the total number of poles in a toll lead were down. And even this is not a good measure of the extent of the damage, for in many instances the weight of ice would strip the wires from the poles, which would be left standing. On the Peoria-Springfield line, consisting of approximately 3,000 poles, sixty-five per cent were down and on some of the shorter leads even a higher percentage succumbed to the storm. The 730-pole Mason City-Lincoln line lost eighty per cent; the Beardstown-Springfield line of 1,740 poles, seventy-five per cent; the Virginia-Jacksonville line of 700 poles, seventy per cent; the 1,350-pole Springfield-Taylorville line, sixty per cent; and other lines smaller percentages down to the Champaign-Decatur line of 2,100 poles of which twenty per cent were out.

The principal damage to Long Lines leads was on the Chicago-St. Louis line where 3,000 poles were down, principally between Springfield and St. Louis.

Linemen Borrowed from Other Bell Companies

Restoration work was begun as quickly as men and materials could be rushed to the scene of the breaks. Men were borrowed from the two other divisions of the company and from six associated Bell companies. Equipment was loaned by the two divisions and three of the associated companies. The detail from the Chicago Division consisted of sixty-three men including six gangs and seven line foremen and eight construction trucks under the supervision of H. C. Courson, district line foreman; the Suburban Division set 140 men and twelve motor trucks under the supervision of Harry J. Lewis, district construction supervisor, and W. S. Wilson, supervising foreman. The more than 300 men from the associated companies included a detail of ninety-seven men from The Bell Telephone Company of Pennsylvania under the supervision of General Foreman Hasskarl and Supervising Foreman DeHaven, Brane and Crossland, which consisted of fifteen line foremen, seventy linemen, four clerks, garage foreman and three mechanics, accompanied by fifteen trucks and three Fords. Seventy-six men came from the New York Telephone Company under the supervision of Foremen Cherry and Allen and included ten line foremen and sixty-

four linemen. The Ohio Bell Telephone Company sent fifty-six men under Foreman Kuhn and Rosse including two timekeepers, eight line foremen and forty-four linemen accompanied by an earth boring machine. From the Chesapeake and Potomac Telephone Company came fifty men under the supervision of Foremen Thompson and Cavendish, including eight line foremen and forty linemen. The Wisconsin Telephone Company contingent consisted of Foremen Davis and Horton, two truck drivers and twenty linemen accompanied by two trucks. From the Indiana Bell Telephone Company came Foreman Chew, six linemen and three groundmen.

Too much cannot be said in appreciation of the work and spirit of these men who left their homes and came in to share in the work of restoring service under the most difficult conditions.

Supplies from the Western Electric Company were in many cases expressed to the points immediately needing material. The major items of material included 900,000 pounds of copper wire or an equivalent of 5,200 miles, 11,000 poles, 10,500 cross arms and fittings and 200,000 feet of cable, mostly fifty pair.

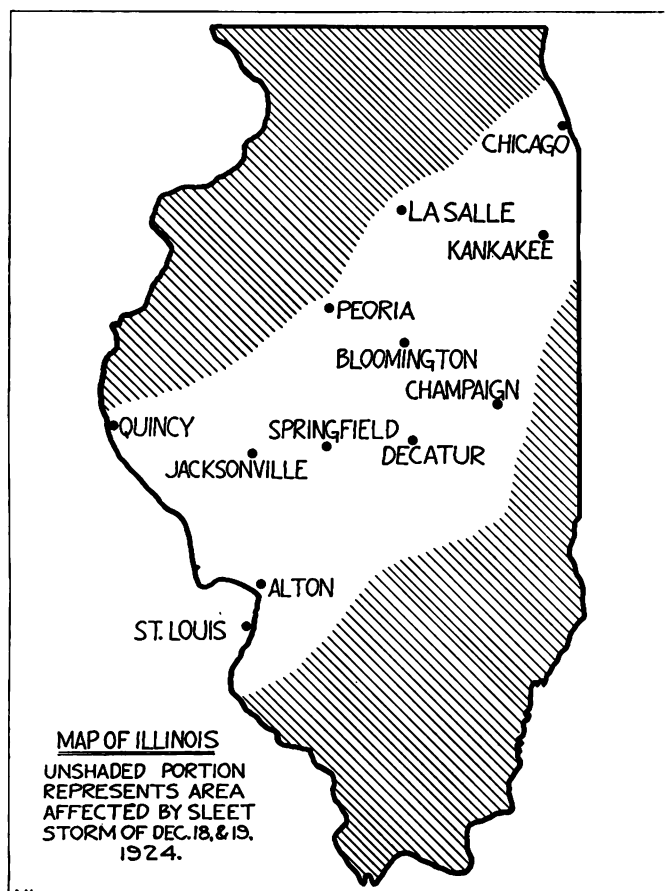
Praise for Linemen

Too high praise for the supervisory forces, line foremen and linemen cannot be given. With the temperature well below zero these men forgot about hours and labored from daylight to dark, in many cases starting out for work in the morning before daylight so as to be at the break and on the job at sunrise, and the work went on seven days a week until service was restored. In several cases men with frozen feet or hands, after receiving medical attention refused to stay at home but insisted on coming back to the job and doing what they could.

By Saturday, January 10, eighty per cent of all the toll lines were restored and practically all of the balance are working by this were restored and practically all of the balance are working by this time.

Public Appreciates Efforts to Restore Service

The public demonstrated a most fair spirit and seemed to understand the extent of the damage and to realize that everything was being done to restore service as quickly as possible. Mayor Schertz of Gibson City issued a proclamation calling on all citizens to aid in clearing the streets. He said in part, "Telephone and electric light service is badly crippled, and the utilities companies will be unable to render full service for some days. Don't expect impossibilities. Your help in cleaning up will be a service well rendered and highly appreciated." Newspapers were high in their praise of the linemen and the efforts of the company to rehabilitate its lines. One fact especially stressed was that the work was started immediately by the Illinois Bell Telephone Company partly due to the fact that private enterprise was behind it and partly that a depreciation and storm reserve had been built up to care for the necessary financial



outlay. Some of the editorials are reproduced herewith:

"Heroes of the Storm"

"Heroes of the Storm" is how the *Decatur Herald* praises telephone linemen who braved the elements to restore service.

"Householders, impatient for the restoration of electrical or telephone service cut off by the ice storm," said the *Herald*, "will still bear their inconvenience in good humor after reading of the deaths of two linemen in Springfield, killed while endeavoring to rush emergency repairs in the interest of the public.

"It is not easy to be cheerful when the telephone is dumb, and the lighting circuit useless at a time when they are most needed. These services, luxuries when first inaugurated, have become so indispensable that even an interruption of a few minutes often seems intolerable. Real as is the present hardship, it is yet possible to be patient in the thought of the hazards and difficulties confronting those men who have been working steadily, through cold days and sleepless nights, to repair broken connections within the shortest time possible. Linemen have become real heroes of this complex, modern world, all the more deserving of gratitude because they remain for the most part anonymous. There is no prospect of glory in reward for their feats of endurance and triumphs over danger. Under normal conditions their lives can not be considered good risks. When, in addition to all ordinary hazards, they must work on poles encased in ice and become conductors, wrestle with tangled skeins of wires in which dangerous, unexpected currents may be lurking, and continue their labors through long hours in numbing cold, the job is one for supermen.

"We cannot lighten the labor of these public servants in the one emergency electrical development has not yet found a way to guard against. The only help it is in our power to offer is patience until they can complete their task, and gratitude for that large part of their performance that cannot be paid for."

(Editor's Note: The two linemen who were killed were not telephone men.)

More praise for the good job done by telephone men is contained in this editorial from the *Alton Telegraph* on December 27:

"In the days of recovering from the effects of the most damaging sleet storm in its history, Alton can look around and see those men who made the inconvenience less than it might have been. The men who labored in the cold that car service might be restored, that we might have lights, that telephone service might be restored.

"The telephone linemen, construction crews and telephone operators have done and still are doing a heroic job to give service throughout the devastated area. The men working along the streets and highways in the biting wind with material coated with ice and the mercury near the zero point, doing a he-man's job willingly and cheerfully, foregoing the comforts of a Christmas with loved ones,

"Verily, they are heroes."

A Job for Men

The *Decatur Review* on January 4 said in part: "No written or verbal description can convey to a layman the great task confronting the telephone and telegraph companies in repairing and rebuilding their lines as a result of the ice accumulations of two weeks ago. 'Havoc on all sides,' 'tangled mass of wires,' and other phrases do not visualize the actual scenes. The only adequate conception can be obtained by seeing the damage on the spot. * * *

"The magnitude of the work before the companies, and the expense involved, may be understood from the fact that a crew of four men must follow each wire through the entire distance, averaging probably not more than a mile a day. Hundreds of men are needed to complete the task.

"So here's to the linemen! Biting winds and sub-zero weather, numbing fingers and making footing insecure, do not keep them from their appointed duty. Our reporter says that they are worthy of being immortalized in verse by Robert W. Service, who sings of other manly deed of pioneers. Here's an opportunity for some of our poets to sing of everyday heroics."

An earlier editorial on January 2 in the

Decatur Review has this to say in praise of private American enterprise:

"It takes an emergency to demonstrate American efficiency. With all the sneers of the young intellectuals, directed at our nation's high-powered methods, there is no refuting the positive genius of Americans for organization.

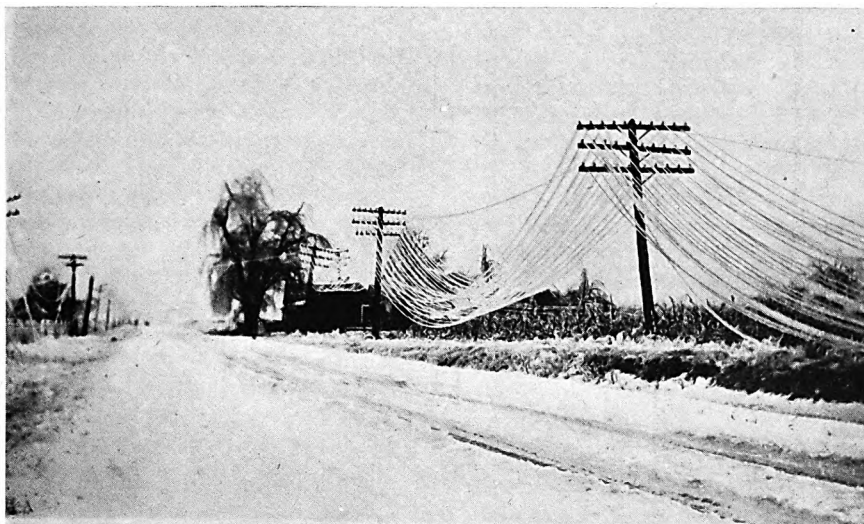
"The recent ice avalanche that felled thousands of telegraph and telephone poles, and the way in which the crisis was met, is a case in point. Quietly and quickly, the public utilities companies have tackled the job of restoring service. The surly blast of December winds did not keep them from their task. That's America. That's Decatur.

"How would foreign companies have acted in the same situation? In every case except possibly Finland, for which we have conceived enormous admiration, they would have comported themselves like a dog trying to catch a flea on its tail. They would have spent the first week in grief-stricken contemplation of the disaster, the next month in violent jesticulation, and the succeeding year in attempted remedies.

"It must be remembered, of course, that this eulogy is bestowed upon private American enterprise. Fortunately, our light, power, and communication facilities are not government controlled; otherwise, we'd still be without telegraphic communication with the outside world, while some functionary would be trying to decide on which color of paper he should make his report."

On New Year's Day the following appeared in the *Decatur Herald*:

"Magnitude of the disaster to valuable property as the result of two cold and rainy days grows as the survey proceeds. For telephone and power companies repair means practically the rebuilding of lines. The rebuilding has been retarded by bitter cold,



THESE POLES WERE AMONG THE VERY FEW THAT WERE LEFT STANDING BETWEEN JACKSONVILLE AND ARNOLD

Walter De Shara

and even now a high wind would mean an added task of untangling twisted strands of wires.

"A public which has been patient with dead 'phones and limited power and light service must continue to exercise patience. Restoration is not a matter of a few days. The evidence of the determination on the part of companies to give service as quickly as possible is furnished by the scores of skilled men that they have recruited from their organizations in sections which received no damage. Linemen and equipment are pouring in to set poles, string wires, and reestablish connections.

"This has been also an object lesson in business conduct. The reason that a concern like the Bell Telephone Company, does not have to hesitate for a moment over the increased expense of labor and equipment, is that it has built up a surplus for just such emergencies. Rates are fixed, not merely to take care of operation, maintenance and debt service, and to provide a reasonable profit, but to have something left over for contingencies. This fund is the company's anchor to windward. It is also the subscriber's protection.

"Against the forces of Nature, puny man is often helpless. High officials of a national corporation, with millions behind them, sit in offices and read the accounts of the destruction of property, clipped from country newspapers. Their helplessness is almost pathetic. But the millions are theirs. They were husbanded for just such a purpose. They will be used without stint to reestablish the machinery of civilization."

"A Word of Congratulation"

"A Word of Congratulation" was printed in the Springfield State Journal on December 29.

"More than a mere word of congratulation is due to those who have worked courageously under great difficulties to renew communication between Springfield and the world. The promptness with which forces were mobilized here and assigned to their tasks illustrates one of the miracles of modern industry. That no time was lost through blundering is evident by the amount of work that has been done in a few days. Everyone could see the extent and completeness of the ruin to overhead wiring and has been willing to admit that to him the tangle appeared hopeless. Light, street car transportation and telephone service have been restored to Springfield in a remarkably brief time. From general managers down to the humblest laborers there have been displayed an unusual devotion to duty and desire to serve. Everyone has appeared to be imbued with the thought that the first thing to do is to give homes their lights and telephones and the public an untrammelled, safe way about the city. The unselfishness seen on every hand, in itself has been a Christmas gift to the community that it can never afford to forget."

In the Illinois State Register, Springfield, on December 31, 1924, appeared this editorial:

"It is very creditable to the people of Springfield that they

ADDITIONAL PHOTOGRAPHS REPRODUCED ON PAGES 20 AND 21 TELL A STORY OF THE THOROUGH WORKINGS OF THE DECEMBER SLEET STORM.

have suffered the many inconveniences of the recent storms with fine stoicism and optimism.

"When heat failed they warmed themselves as best they could. When light failed they sought to corner the candle market. When there was a candle famine in the city they illuminated the darkness with the bright light of hope. When telephones failed they met the situation with great good will.

"Let us take the telephone system as an illustration of the magnitude of the difficulty. It required thirty or forty years to develop the great system that spreads its network throughout the city and connects it with other cities. In this city alone there were over 16,000 telephones in operation when the storm came with its wreck and ruin. Of that number possibly only 2,000 are now unserviceable. The terrific cold wave of last Sunday disconnected 400 in addition to those already out of order. It will take a long time to rehabilitate the system.

"Desperate efforts are being made to restore connections, but wires have fallen under the weight of ice. In many sections poles are down. Through the country great sections of the system have been completely paralyzed. People must realize that it will take a long time to restore this service and to get it back to normalcy.

"Until that time all concerned should be patient. They should consider the difficulties confronting the officials and the army linemen.

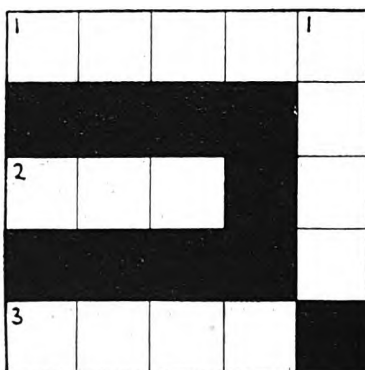
"More than that they should appreciate the full value of the service when it is restored.

"It is this spirit that will expedite the return to normalcy."

E. L. Lax, manager at Edwardsville, received the following letter from Harry F. Palmer, manager of the Edwardsville Chamber of Commerce: "The Edwardsville Chamber of Commerce, at its regular membership meeting last evening, adopted a resolution expressing their appreciation of the prompt and efficient manner in which the telephone service of this vicinity was reestablished following the recent serious storm, and wish to extend a vote of thanks to the local managers for their part in the efficient handling of this matter."

W. J. Baer, manager at Alton, received the following letter from William F. Kramer, secretary of the Kiwanis Club of Alton:

"Dear Sir: The members of the Kiwanis Club of Alton in meeting assembled on December 29, 1924, express their appreciation of the extraordinary efforts made by your company to restore service since the recent destructive storm."



Horizontal

- 1 We wish you a -
- 2 Not old.
- 3 Another milestone.

Vertical

- 1 Period.

?

This Crossword Puzzle do not fear

But speedily begin it

To find our greetings for the year.

(There's not a cross word in it.)

Angus and Lucile Hibbard

THE HIBBARDS' UNIQUE NEW YEAR'S GREETING CARD

MOBILIZING FOR THE FIGHT AGAINST SLEET

By R. T. Barrett

Courtesy of Bell Telephone Quarterly

Editor's Note.—Although sleet storms during 1924 were unusually severe, less than one per cent of Bell System telephone poles were affected. Toll cable plant is much less affected than open wire construction. Of the system's toll wire mileage, fifty-four per cent is now in cables, and such has been the progress of the telephone art that of the toll wire added in 1924, eighty per cent has been cables.



AGAINST the menace of a sleet storm such as that which made its way from Texas to the Canadian border on December 18, 19, 20 and 21, 1924, a telephone system has no defense except the foresight of its management and its employees' loyalty, willingness to cooperate and devotion to the public service.

Rain and a freezing temperature—these are the simple elements of a sleet storm. Drops of moisture fall steadily, turning to ice as they cling to any surface upon which they strike. Trees and shrubs sag beneath their crystal coating and every bough and twig sparkles with its gemlike pendants—to the lover of the beautiful, one of the most splendid of Nature's fantastic creations.

But to the practical telephone man, this same picturesque deposit of ice means a battle to be fought for the maintenance of service; a battle against heavy odds, calling for every ounce of resourcefulness, of stamina, of grim courage and of devotion to duty he possesses.

For sleet deposits sometimes reach almost unbelievable proportions. In a historic storm in New England in February, 1898, for example, the formation of ice was so astonishing that a plaster cast was made of one of the ice-encased wires by the New England Telephone and Telegraph Company as a permanent record. This cast is now exhibited in the Bell Historical Museum, New York. It shows that the wire, with its coating of ice, weighed 3.2 pounds to the linear foot and 41.64 pounds to the cubic foot. Frequently the cylinder of sleet is accompanied by icicles several inches in length. Translated into terms of telephone plant in actual use, such a deposit of ice may mean that, although the weight of the wires in the normal span between two poles of a forty-wire lead is less than 200 pounds, the ice coating may add a weight of about 15,000 pounds to the load supported by each pole.

This New England storm was, of course, an exceptional case. But even a sleet storm of ordinary severity presents problems

THE TROUBLE SHOOTER

By William Herschell
In the Indianapolis News

THE Trouble-shooter! Genius of the blizzard-battered wires,
How seldom do we contemplate your part in our desires.
The lights go out, we beg for light, dependent all on you;
Dead words in voiceless telephones you make to live anew.

When Winter's frenzy sweeps the land, wire snap like snarling
souls;

Ice lays a death grip on the lines, bends low the groaning poles.
Then, Trouble-shooter, comes the test of all the man in you;
The wire chief calls for warriors to fight the battle through!

Though dark the night and bitter cold, you go on Trouble's
track,

Your only thought the job ahead—to put the service back!
Up ice-incrusted poles you climb, to broken wires you cling;
You wake numbed fingers with your breath and ease the bitter
sting.

A thrill of triumph must be yours when, victor in the fray,
You hear the wire chief's voice come in and register "O. K."
How happy this old world would be if shooters such as you
Could take our human troubles out and trouble-shoot them, too!



which are among the most baffling of all those involved in maintaining uninterrupted telephone service. Pound after pound of ice is added to the normal weight of wires and poles, so that in many cases the wires snap beneath this enormous weight, even if no other factors are involved. If the storm is accompanied or followed by high winds, the danger of breaks becomes more serious still, as it does in the event of protracted periods of low temperature, during which the contraction of the ice-laden wires is likely to cause them to snap. Not infrequently the weight of the ice is such that the poles themselves are broken off and fall to earth, carrying a tangle of wires with them. Even though wires and poles remain intact, the weight of ice sometimes stretches the wires and causes them to sag badly, making replacements necessary.

Such were the problems with which the Long Lines Department of the American Telephone and Telegraph Company and the Bell System Associated Companies in the territories affected had to deal in repairing the damage done by the storm of which this article treats.

From Texas to the Great Lakes

The storm first manifested itself, in so far as it affected the lines of the Bell System, on the evening of Thursday, December 18, when snow and an abnormally low temperature were reported in northern Texas and adjacent territories. By the time it had reached Missouri the snow had changed to a drizzling rain, accompanied by a sudden drop in the mercury and high winds. The territory affected comprised a belt, roughly 150 miles in width, extending in a northeasterly direction from northern Texas through Oklahoma, Missouri, Illinois, northern Indiana and portions of Michigan and Ohio.

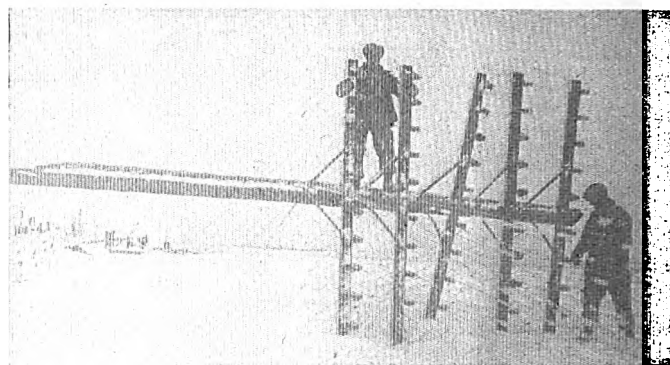
Many relatively small towns began reporting weather conditions of unprecedented severity. A press dispatch from Mexico, Mo., reported that the thermometer dropped to seven degrees below zero, while in Charleston, Columbia, Sedalia and scores of other Missouri towns local and long distance lines were beginning to fail.

Of the larger cities St. Louis, which was almost at the eastern border of the storm-swept zone, was much harder hit than many localities nearer the center of the path of the storm. By the nineteenth the city was almost completely isolated, all forms of wire service and rail communication being disrupted. Thirty-six trains, due in the city on the evening of the eighteenth, were completely lost, being stalled en route and being prevented from reporting their whereabouts by telegraph or telephone.

Within the city itself, as in dozens of other cities that lay in the path of the storm, all public utilities were hard hit. Trees were toppled over, carrying communication and light and power wires to earth with them; street railway traffic was tied up; motor trucks and passenger cars, and even pedestrians, found their way blocked by the debris which littered the highways.



Service to the east of St. Louis was also affected, though not so seriously as that to the west, because of the fact that the city was near the eastern border of the storm zone. There was a period of some hours, however, when the only communication with the city from any direc-



tion was a circuit—and that one picturesquely described by the Plant Department people as “wabbly”—running to the northeast and giving communication with the outside world through Vandalia, Ill.

The situation in Missouri is more or less typical of that in most of the states through which the storm made its way, though in portions of the storm belt the damage was, of course, much less serious than in others.

Each of the local operating companies had its problem—and a serious problem, indeed—in restoring damaged circuits for purely local purposes. The courage, the resourcefulness and the devoted loyalty with which the repair gangs of these companies went about the task of restoring service is a romance in itself. But it is not with the local aspects of the situation that this article primarily deals.

Nation-wide Service Affected

Through the storm-swept region ran the long distance circuits of the American Telephone and Telegraph Company, the main arteries, as it were, of a nation-wide telephone service. Interlaced in a veritable network of open wire and cable, they provided communication, not only between the cities within the territory affected, but between hundreds of other cities to the east and to the west, extending to the two shores of the continent.

In the restoration of service through this storm-swept belt, therefore, San Francisco and Boston were as vitally concerned as was St. Louis itself. Telephone users in Los Angeles and in Seattle, in New York and in Philadelphia were depending upon that service—a service which had been continent-wide a few hours before and which now had been practically divided into two isolated sections. The storm had, in effect, brought back conditions similar to those that existed before the completion of the Transcontinental Line. Until this line was put into service, telephone communication was possible as far west as the Rockies, from the east; and as far east as the Rockies, from the west, but along these mountain heights ran a wide belt which the telephone art had not yet penetrated with its highways of speech. In a few hours this storm had undone, for the time being, the work of a decade, for the devastated area formed as complete a bar to communication as the unbridged territory atop the Rockies ever had. A nation-wide service had been affected and its restoration was a matter of national concern.

It is to be remembered, too, that these same wires running through this devastated zone provided additional circuits devoted to what is known as special contract service; that is, private telegraph or telephone service for government departments, the press or press associations, and bankers, brokers or other commercial houses. Many of these circuits were also seriously affected.

Getting the Circuits Through

As has been said, the storm began at the southern end of the affected belt on the evening of December 18, and continued in various parts of the territory until the twenty-first. But a report dated the twenty-second showed that at least some circuits had been restored to service between Chicago and New York, Philadelphia,

Boston, Pittsburgh, Toronto, Cleveland, Indianapolis, Nashville, Omaha, Denver and San Francisco.

St. Louis, where the isolation had been almost complete, was getting practically normal service to the east and could reach the southwest by way of Memphis and Little Rock.

Circuits devoted to special contract service had also been sufficiently restored so that between New York and Chicago and points beyond it there was at least one wire apiece for users of this private-wire service. Even in territories much harder hit by the storm, special lines were being given to the government and the press.

To be sure, some of these restored circuits were of a temporary nature and consisted of nothing more than insulated, "twisted-pair" wire stretched along the ground or fastened to the broken stubs of poles, trees, fence posts or any other available object, much after the manner of the temporary communication lines run by the U. S. Signal Corps across the battlefields of France during the World War.

Each day brought its report of gains—a few circuits here, a score or more there; poles erected at one point, and, at another, wreckage cleared away and normal conditions restored.

These gains were won, however, at the cost of tremendous effort. The thermometer remained below or near zero at a number of points affected by the storm for several days after the first break occurred. As a result, the heavy coating of ice remained on the tangle of wires which had fallen, making it unusually difficult to clear up the wreckage. Weather conditions also complicated the work of the repair gangs, making it necessary to establish patrols on lines which had been restored to service. These lines were continually breaking on account of contraction due to cold. Even on lines which had not broken, the weight of ice was so great as to make the wires much more susceptible than under normal conditions to breakage through contraction.

The anxiety of the Bell System Plant Department was increased on December 24 by the threat of a renewed attack upon their lines. Just as reports from the middle west seemed to indicate that the situation was well in hand, sleet began to fall in northern New York, in parts of Pennsylvania and throughout portions of the New England states. This attack proved, however, somewhat in the nature of a feint and no serious damage resulted from the incipient storm.

Mobilizing the Bell Forces

Now, how does the Bell System go about the task of meeting a situation like this? As pointed out in the opening paragraph of this article, the foresight of management and the loyal, devoted coöperation of employees are the two primary factors involved in mobilizing the men, materials and resources of the system to meet an emergency of this character and proportions.

A word as to what executive foresight has done to make such a mobilization possible. This phase of the matter goes to the very foundation of the Bell System organization structure. This organization, as the reader doubtless knows, consists of a parent company, the American Telephone and Telegraph Company, and twenty-five Associated Companies, each of which is essentially an operating unit, responsible for local service within its own territory.

The Long Lines Department of the parent company is responsible for the construction, maintenance and operation of the long distance lines which link these local operating companies together into a single, nation-wide system. The parent company performs for its Associated Companies a number of highly valuable services, among which are several that are of particular im-

portance in connection with the subject now under consideration.

The Western Electric Company, which the American Telephone and Telegraph Company owns, acts as the purchasing agent for each of its Associated Companies, as well as for its own Long Lines Department. As will be seen, this arrangement is of particular importance in making possible the prompt provision of the materials required in the repair of storm damage and the restoration of service.

The Value of Standardization

Through its Development and Research and Operating and Engineering Departments the parent company is continually engaged in developing, improving and *standardizing* equipment and methods for use throughout the entire system. This phase of the American Telephone and Telegraph Company's functions assumes peculiar importance in times of emergency such as that created by a severe sleet storm. For it means, not only that the equipment used in making repairs in the affected area is exactly like that used in all other parts of the country, but that Bell System repair gangs, everywhere throughout the system, have been taught to use this material in the same way. In other words, when a repairman is shifted from Georgia to Missouri or Illinois, and set to work repairing storm damage, he finds the same size and quality of line and "tie" wire, the same type of insulators, the same sort of poles and cross arms as those with which he has been familiar at home. And in the use of these materials he will follow standardized practices which he already knows by heart.

All of which makes for a degree of elasticity or fluidity, as it were, in the organization structure, without which nation-wide service could be maintained, if maintained at all, only at enormous cost. For this ability quickly to mobilize its man-power, shifting its forces to the points where they are most needed, is not only a fundamental of efficient, uninterrupted service, but a fundamental of a service that is kept at a minimum of cost to the telephone user.

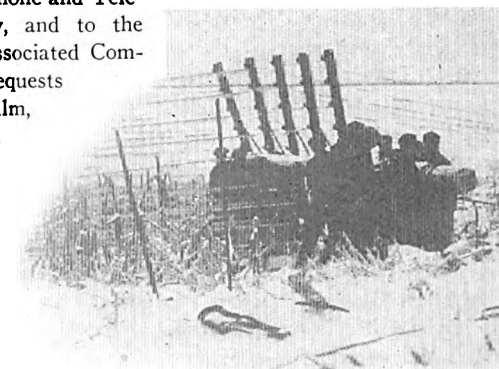
It would be possible, of course, to assign to every long distance route a maintenance force sufficient to care not only for normal, everyday requirements, but for emergency requirements as well. But it is obvious that this would result in an enormous increase in overhead charges, which would have to be passed on to the users of the service.

As an alternative to this costly arrangement, the Bell System has chosen to keep its maintenance forces, for both local and long distance purposes, within the limits of normal needs, and to provide protection against emergencies by making possible the rapid mobilization of its man-power.

The Reserves Go into Action

Within a few hours after this particular storm set in, for example, it became apparent that it was to be one with which the local forces of the parent company and many of the Associated Companies in the affected territory would be inadequate to deal. Out to other sections of Long Lines Department of the American Telephone and Telegraph Company, and to the nearer of its Associated Companies, went requests for help—calm, businesslike, but not the less insistent request which left no doubt as to their urgency.

The response was immediate. From



Kentucky, Tennessee, Georgia, Maryland, from Nebraska, Iowa, Wisconsin and unaffected parts of Indiana, and even from as far east as Pennsylvania, the gangs of repairmen moved each to the place where it was most needed and which it could reach in the shortest space of time, to undo the work which Nature had done in her devastating sweep from the Gulf to the Great Lakes.

Into the Missouri territory the Southern Bell Telephone and Telegraph Company and the Cumberland Telephone and Telegraph Company sent some 235 men, while outside divisions of the Long Lines Department of the parent company provided approximately an equal number. In the northern section of the storm area the nearby Associated Companies were, of course, first to get their men into action. Indiana, for example, sent ten men to the Illinois Bell Telephone Company and thirty-one men for work on the long distance lines, while the Wisconsin Telephone Company provided twenty-four men to the Illinois Company and 128 for work on the circuits of the Long Lines Department. The Northwestern Bell Telephone Company put 123 men at the disposal of the parent company. Similarly The Ohio Bell Telephone Company rushed eight gangs or fifty-six men, into the territory of the Illinois company.

Meanwhile the more remote companies of the east had received and were responding to calls for assistance. The New York Telephone Company provided twelve gangs, seventy-six men; the Bell Telephone Company of Pennsylvania fifteen gangs, or ninety-seven men, and the Chesapeake and Potomac Telephone Company eight gangs, or fifty men.

It is noteworthy that some of the Associated Companies, like the Southwestern Bell Telephone Company and the Illinois Bell Telephone Company, which were themselves hard hit by the storm, provided men for work on the long distance lines.

The result of this rapid mobilization of man-power was that, almost before the storm had subsided, the local gangs, which had gone on duty at the first report of trouble, found groups of their fellows, whom they had never seen before but who were indeed their comrades in a common cause, working side by side with them in the restoration of service.

Mobilizing Materials

But an army of repairmen without proper materials and supplies would be as helpless as an army of soldiers without weapons or ammunition. While these men were being hurried to the point at which they were to begin their fight against sleet, another mobilization had been under way—the mobilization of materials.

Properly speaking, the supplying of materials for the repair of storm damage is not a mobilization, in the sense that the term is used as applied to the movement of men into the storm area. For, long in advance of the snapping of the first wire or the falling of the first pole, adequate materials had been provided to care for such damage in the event that it might occur.

As has been stated, the Western Electric Company is virtually the Supply Department for the entire Bell System. With the exception of wooden poles and cross arms, most of the materials which it manufactures itself are produced at its great factory in Hawthorne, near Chicago. This point is, accordingly, the center of its vast distributing system in so far as its own products are concerned. But it is obvious that efficient distribution never could be accomplished by keeping stores of supplies at this central point alone, and accordingly a number of distributing points have been established throughout the Bell System—advance supply bases, in

effect. To these distributing points are also shipped, direct from the manufacturers, such supplies as the Western Electric Company buys from outside concerns.

A Nation-wide Supply System

Of these large supply warehouses there are thirty-one

throughout the country. They have been located at strategic points, both circuit congestion and probable storm damage being taken into consideration in selecting the city in which each has been placed. Incidentally, the engineers of the Bell System have made an intensive study of sleet storms, covering a period of twenty-five or thirty years or more. On the walls of the department charged with this branch of

research work may be seen huge maps of the system, dotted with glass-headed pins of various colors, each with its own peculiar significance as a record of weather conditions for the area in which it has been placed.

Accordingly, these engineers have arrived at definite conclusions as to at least the probabilities regarding the prevalence of sleet storms in various parts of the system and, in so far as so capricious a thing as the weather may be judged by probabilities, are thus able to plan in advance for certain contingencies likely to occur.

All of this painstakingly collected information has been given weight in selecting the points at which distributing houses have been located. It is given even greater weight in determining the quality and character of supplies to be carried in stock in these territorial distributing houses.

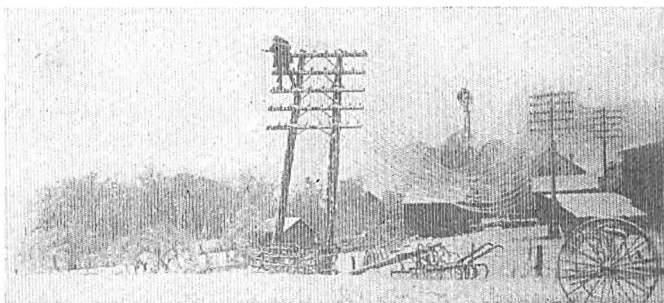
In other words, each warehouse carries supplies that are adequate for its normal construction and repair needs, and in addition thereto what might be called an emergency margin—a reserve stock of wire, insulators, hardware, etc., sufficient to care for at least the immediate needs which may arise from damage by storm, flood, fire or other unexpected causes.

Requisitions to bring this reserve up to the territory's requirements are made in August—about a half year in advance of the time the materials are likely to be needed.

Just how thoroughly prepared these distributing warehouses were for storm emergencies is strikingly shown by the fact that, although this was the worst storm the middle west ever had experienced, it was necessary to ship to the storm area, by express, in addition to tools needed for gangs brought in from outside territories, only one carload of bare copper wire and three carloads of insulated wire. For the immediate requirements to restore service temporarily, the warehouse supplies were more than adequate. The materials needed for repairs of a more permanent nature could be shipped by freight without delaying the work of restoration.

The warehouses which were called upon to provide supplies for restoration in this particular case were located at Kansas City, Oklahoma City, Dallas, St. Louis and Chicago, with a few shipments from Indianapolis.

In addition to the stocks which these warehouses carried, there were even larger reserve stocks at Hawthorne and in the hands of other manufacturing companies, which were holding them ready for instant shipment on the Western Electric Company's order. Some of these stocks, in territorial warehouses and on reserve were: Crossarms, 25,000 in warehouses, 200,000 in reserve; insulators, 100,000 in warehouses, 855,000 in reserve; hardware, 375 tons in warehouses, 2,300 tons in reserve; copper wire, 500,000 pounds (about ten carloads) in warehouses, 1,500,000 pounds



in reserve; and insulated, "twisted-pair" wire, 18,000,000 conductor feet in warehouses and 50,000,000 conductor feet in reserve.

Reserve Stocks of Poles

For the territory affected by this storm, poles were stored at other points. Gulfport and Texarkana, for example, had reserve stocks of creosoted pine poles totaling something like 30,000.

A striking proof of the fact that materials may be mobilized as rapidly as men is afforded in the terse report, received at New York headquarters, to the effect that forty-eight hours after the storm set in one of the distributing points had thirty-two carloads of pine poles loaded and on their way toward the storm-swept area.

During the first days after the storm, train service was disrupted and express shipments from the distributing houses to the points where materials were needed were irregular. It is recorded that some of the plant superintendents in the field kept a man posted at the express office continually, in order that the shipments might not remain an unnecessary moment in the offices, but might be hurried on their way at top speed.

In getting the materials—and for that matter, the men—to the point where damage was to be repaired, the motor truck fleet of the American Telephone and Telegraph Company and of the various Associated Companies of course did yeoman service. The success of these wheeled workshops—for such they are, so complete is their equipment—in fighting their way over roads that seemed impassable is a tribute to the efficiency of the machines and the courage and resourcefulness of the men who manned them.

Loss Due to Storms Provided For

As was pointed out in an article on sleet storms by Allen C. Crunden in the July, 1922, issue of the *Bell Telephone Quarterly*, suitable financial reserves are imperative in view of the hazards to which the telephone plant is exposed, both from the standpoint of the company, whose property may be destroyed and revenue cut off, and from that of patrons whose business and social needs require substantial continuity of telephone service.

The depreciation reserves of the Bell System are built up by charging to operating expenses regularly in monthly installments the amounts necessary, on the average, to provide for depreciation costs—including those caused by storms—during the service life of plant.

Devotion to the Public Service

We have seen something, from the standpoint of executive or managerial foresight, of the meaning of sleet storms—the plan of battle, the strategy, as it were, of the Bell System's fight against the elements. But strategy alone does not win battles. The most carefully laid campaigns must fail unless executed by men upon whose courage, resourcefulness and devotion their leaders may place absolute dependence.

No army ever went into battle with these qualities more clearly shown than they were in the little groups of men who, during the last ten days of 1924, moved into action in their fight to restore a nation-wide telephone service.

They responded to the call for help well knowing that, beyond the shadow of a doubt, they would be kept away from home over the one holiday of the year that means most to the home-loving American. Some of them actually interrupted their Christmas festivities in order to report promptly for duty. Many of the men from the Southern Bell and Cumberland territories were moved overnight from a warm climate into a wind-swept region in which the mercury hovered below or near the zero point for days. They worked without regard to hours, getting their meals and their lodging for the night as best they could.

To these telephone men, and to the employees of other public utilities, whose plant had been hard hit, the *St. Louis Star*, among other papers, paid a richly deserved tribute.

In an editorial published in its issue of December 22, under the title "Heroes of the Storm," the *Star* said:

"Those who are fortunate enough to have a warm and comfortable home during the severe storm that has held St. Louis in its grip the past three days sometimes give a thought for their less fortunate brothers who are without such shelter. But there is another class of people who suffer unheralded through such weather, among whom may be found many of the real heroes of the storm. These are the members of emergency crews of the public utilities. It is estimated that five hundred men are struggling to restore the impaired service of the Union Electric; seven hundred are engaged in the colossal task of repairing the telephone lines of the Southwestern Bell Telephone Company, damaged by the falling of thousands of poles, snapped off by their ice-weighted wires. The United Railways has had wrecking crews totaling nearly one thousand men at work trying to complete the job of restoring the forty-seven miles of their lines tied up by the storm. The telegraph companies also are having their share of the burden.

"In each case the job is still a long way from completion, but the work is well under way and the public is showing the patience usually displayed in such emergencies. An occasional tale of individual heroism drifts in, men who worked thirty-six hours without interruption, and to the point of utter exhaustion; others who risked life and limb in their eagerness to accomplish the task in hand; others who endured the cold until frozen members rendered them no longer useful. These are but samples of a long list of acts, which prove that it is only under difficulties that the best in human nature is brought out. Most of the deeds of these men will go unnoticed—many perhaps, because unnoticed, will be unrewarded except for that great feeling of satisfaction that comes to a real man with the knowledge of a task well done."

Western Electric Elects New Vice President

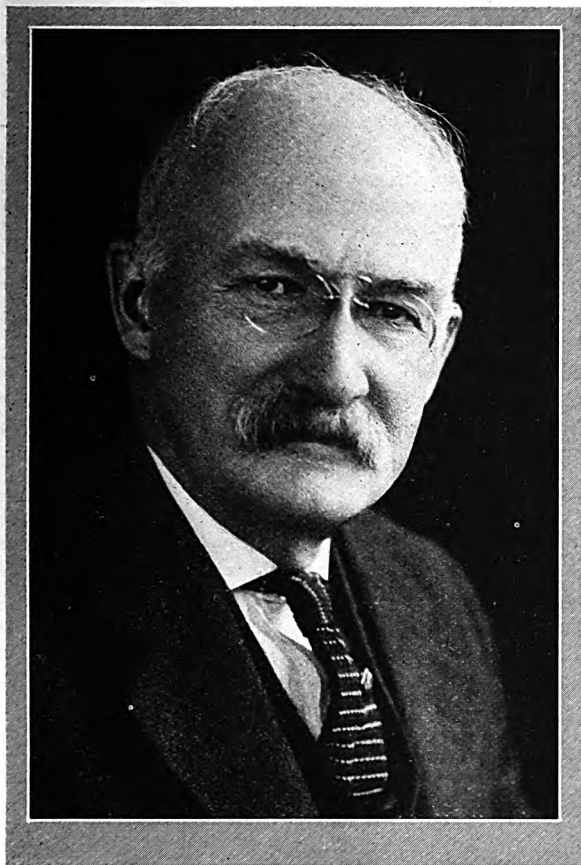
J. L. KILPATRICK has been elected vice president of the Western Electric Company in charge of the Telephone Department and a director of the company. He succeeds F. B. Jewett who has become vice president of the American Telephone and Telegraph Company. In his new position Mr. Kilpatrick has supervision over the manufacturing, installation and telephone distributing departments of the company. He has also been elected vice president and a director of the International Western Electric Company.



J. L. KILPATRICK
Vice President of the Western Electric Company and Vice President and a Director of the International Western Electric Company.

Mr. Kilpatrick joined the Western Electric Company in 1922 as general manager of installation when the work of installation became the occasion for a major department of the company.

Mr. Kilpatrick has served in the Bell System since he was nineteen years old and entered the switchboard installation department of the Bell Telephone Company of Pennsylvania. He held the position of engineer of buildings and equipment during a period of this company's extensive expansion and later became assistant general manager and assistant vice president.



HARRY BATES THAYER



WALTER SHERMAN GIFFORD

WALTER S. GIFFORD BECOMES PRESIDENT OF A. T. AND T. COMPANY

*H. B. Thayer, Former President, Made Chairman
of the Board — Brief Sketches of the Two Men*

At the regular meeting of the Board of Directors of the American Telephone and Telegraph Company held in Boston, January 20, H. B. Thayer was made chairman of the board and W. S. Gifford, president. Commenting on the action of the directors Mr. Thayer said:

"Mr. Gifford has been connected with the Bell System during practically his whole business life and in active service in it except for a period of two years during the war, when he was loaned to the government. During that period he organized the Council of National Defense and was its director until after the armistice. There was concentrated in that two years, such an opportunity to gain wisdom from experience over a very broad field, as does not come to men generally in a lifetime. After the war he came back to the work with us which he had before the war. Shortly afterward there came some reorganization of the business on account of Mr. Vail's retirement and death. In the administration following, he has taken parts of increasing importance. Lately he has been identified with all phases of the administration of the business. There is no one to whom I could look with greater confidence to carry on, with vision for the future, along the general lines we are following.

"Personally and officially, I am very much gratified at this action."

Mr. Gifford began his telephone service in Chicago in the office

of the Western Electric Company. That was his "first job" taken nearly twenty-two years ago, a few weeks after he had been graduated from Harvard University.

He was born in Salem, Mass., January 10, 1885. He finished his course at Cambridge in three years, being nineteen years old when he was graduated.

With the Western Electric in Chicago Mr. Gifford gained valuable experience in accounting and financial matters. In 1908 Theodore N. Vail took him into the American Telephone and Telegraph Company as chief statistician, where he developed the Statistical Department until it grew to be recognized as one of the leading business statistical departments in the country. Mr. Gifford continued in that work from 1908 to 1916.

In 1916 he volunteered to assist in a campaign for industrial preparedness and as supervising director of the Committee on Industrial Preparedness of the Naval Consulting Board of the United States, with the assistance of thirty thousand engineers who were members of five great American technical societies.

When the war came he was naturally selected by President Wilson to be the director of the Council of National Defense, composed of the secretaries of war, navy, interior, agriculture, commerce and labor. At the request of the secretary of war Mr. Gifford was given a leave of absence from the telephone

company. Being the executive head of the council during the war period, he was enabled to perform a notable service in behalf of his country and the allied nations, and at the same time received a valuable experience and became acquainted with statesmen and industrial leaders.

After the war was over Mr. Gifford was called back to the A. T. & T. and was appointed comptroller in place of C. G. DuBois, who at that time became president of the Western Electric Company. A year later he was made vice president of the company in charge of financing and accounting. In 1923 the directors created the position of executive vice president and elected Mr. Gifford to that office, formally recognizing a relationship to the business in which he had gradually become established.

A story printed a few years ago in *Barron's Weekly* said he has a wonderful enthusiasm for service. It added: "Talking with him it is not difficult to realize that he has found his right niche with a corporation which puts service before monetary consideration and which is national in its scope, ideas and development."

Harry B. Thayer, now chairman of the board of the American Telephone and Telegraph Company, also began his Bell System service in Chicago. He was born in Northfield, Vt., in 1858, and was graduated from Dartmouth College in the class of 1879. In January, 1881, he began working for the Western Electric Company. From that time until he became Bell System president he was with the Western Electric.

From the beginning, the activities of Mr. Thayer in the Western Electric Company pertained largely to the telephone side of that business, which, at that time, was beginning to assume great importance. After three years of fruitful work in Chicago, Mr. Thayer was transferred to New York as manager of the Western Electric Company in that city. His new duties brought him into close relations with telephone officials, and from that time dates his most intimate participation in all of the larger problems which have engaged the attention of telephone companies of the United States and indeed of Europe.

On February 19, 1902, Mr. Thayer was elected vice president of the Western Electric Company, and on March 3, 1908, he was made, in addition, general manager of that company. On October 30, 1908, he was elected its president. In February, 1909, he was elected one of the vice presidents of the American Telephone and Telegraph Company, and continued as president of the Western Electric Company until July, 1919, when he was elected president of the A. T. & T.

Bell Telephone Laboratories, Inc., Formed

THE growth of the research and development work of the Bell System formerly carried on in the Department of Development and Research of the American Telephone and Telegraph Company and in the Bell System laboratories operated by the Western Electric Company has made a rearrangement of organization advisable. In order that the continuous program of research and development necessary to the progress of the system should be carried on in the most efficient manner a closer coordination of all phases of the work under a single executive has been found desirable.

The following changes in organization were made on January 1: J. J. Carty, vice president, in addition to other duties as a vice president, became chairman of an Advisory Board on Research and Development Policies and chairman of the Board of Directors of the Bell Telephone Laboratories, Incorporated.

F. B. Jewett, until January 1 vice president in charge of the Telephone Department, Western Electric Company, has been elected vice president of the American Telephone and Telegraph Company, and will have charge of the Department of Development and Research.

An Advisory Board on Research and Development Policies was created. It consists of Vice President J. J. Carty, chairman, and Vice Presidents E. S. Bloom, B. Gherardi and F. B. Jewett. It will consider and advise on all matters of policy affecting the character and scope of research and development work for the Bell System.

Bell Telephone Laboratories, Incorporated, was formed. This new company is owned and administered jointly by the American Telephone and Telegraph Company and the Western Electric Company.

The directors of the new company are, J. J. Carty, C. G. DuBois, B. Gherardi, W. S. Gifford, F. B. Jewett, J. L. Kilpatrick and J. B. Odell.

J. J. Carty became chairman of the board and F. B. Jewett, as vice president in charge of Development and Research of the American Telephone and Telegraph Company, became president.

E. B. Craft, the present chief engineer of the Western Electric Company, became executive vice president, and E. P. Clifford, commercial manager of the Western Electric Company's Engineering Department, became vice president.

J. W. Farrell is secretary of the new company and W. B. Wallace, treasurer. J. G. Roberts is general patent attorney, charged principally with the duty of soliciting patents.

Except for the addition of the Patent Department as one of the constituent operating units, the organization and function of the laboratories will be substantially that of the Western Electric Company's present Engineering Department.

New Commercial Engineer for A. T. & T.



LLOYD B. WILSON
Commercial Engineer, American
Telephone and Telegraph Com-
pany, New York.

LLOYD B. WILSON, recently general commercial superintendent of the Northwestern Bell Telephone Company, Omaha, Neb., on January 1, became commercial engineer for the American Telephone and Telegraph Company, with headquarters in New York. Mr. Wilson succeeds C. O. Bickelhaupt, who goes to be vice president and general manager of the Southern Bell Telephone and Telegraph Company, with headquarters at Atlanta, Ga.

Mr. Wilson was born May 27, 1883, at Plattsmouth, Neb., and in 1899, while attending high school, entered telephone work as a night operator with the pay of \$15 a month. When he was graduated from school, he continued his work as night operator and in addition became voluntary assistant to the manager in installing telephones, digging holes and climbing poles during the day in order to learn more about the business.

Second Language Over Telephone Was Japanese

JAPANESE was the first foreign language spoken over the telephone. This occurred in 1876 when a Japanese, a student in Doctor Alexander Graham Bell's class in Boston University, conversed in his native language, through the new instrument, with two Japanese friends, students of Harvard University, who later held high offices in Japan.

LEARN EVERYTHING ABOUT YOUR JOB— AND THEN YOU'LL GET A BETTER ONE!

CARL W. ACKERMAN has a very interesting story about Walter S. Gifford in the February issue of the *American Magazine*. Here are some excerpts from the article on the new president of the American Telephone and Telegraph Company:

He was to graduate from Harvard in June; and he and his young college friends were doing a lot of thinking and talking about their future prospects.

Most of them seemed to agree on one thing: that a young man wouldn't have much chance to get ahead in a big corporation unless he had some pull.

Among the companies they discussed were the General Electric and the Western Electric. Gifford used to listen to their talk. But secretly he didn't take much stock in what they said about pull, and finally he sat down and wrote a letter to each of those two companies, asking for a job.

Within a few days he received a reply, enclosing an application blank, from the Western Electric people. They said that his letter had been written to the General Electric Company—but his envelope had been addressed to their office.

Gifford felt a bit mortified over the mistake he had made, but that didn't keep him from filling in the application blank and sending it to the Western Electric Company. Neither did it keep the company from giving him a job. They put him to work as a clerk in the pay-roll office in Chicago—and so started him on one of the most extraordinary careers I know of.

To-day Gifford is the executive vice president (written before he became president) of the biggest business in the United States! He is only forty years old. Yet he directs the finances of the American Telephone and Telegraph Company—a *two-billion-dollar* institution. He handles hundreds of millions of dollars annually for the Bell Telephone System, which serves about sixteen million telephone subscribers all over the country.

He is a director in a score of subsidiary telephone companies. And he is the youngest director of the First National Bank of New York, one of the greatest among the banks in the United States.

When young Gifford decided that his companions had the wrong dope about the need of pull in a big corporation, he evidently was right. He himself had no pull. He had no friends at court. He started at the bottom; and, somehow, he got to the top. This is the story of that "somehow."

It begins when he was a boy in Salem, Mass.; not a husky boy physically—he never had a Chinaman's chance of getting on the football team or the baseball nine! As a long-distance runner, or a high jumper, he would have been a joke.

But there is more than one kind of strength; mental and moral strength, for instance. And the folks who knew Gifford when he was a youngster seem to think he was all to the good in that direction.

When Gifford finished college, his father offered to get him a position in a bank. He evidently was not aware of his son's ideas in regard to pull! The young man announced that he wanted to make his own way, and that he already had the promise of a job. He even carried his independence so far as to borrow the money to take him to Chicago.

"One of the men in the pay-roll department, where I started work, was a sort of mathematical shark," Gifford told me. "He was a regular lightning calculator in figuring what was to be paid the piece workers.

"The amazing thing was that he did it all in his head; and it actually took several clerks to check up his results with pencil and paper.

"This interested me; and one night I sat down and worked out a system of mathematical short cuts of my own. With this system I could do the work of several clerks. And not long afterward, when the 'shark' was away on a vacation, I proved that by using my short cut I could do his work as quickly as he could—and without its having to be checked up by two or three clerks."

Anybody who devises a way of saving the work of several men is sure to attract the notice of his employer. In fact, he can't *escape* being noticed! So it is no wonder that Gifford was singled out for promotion.

"The point I want to make," he said to me, "is this: My first promotion came as a direct result of my putting *facts* to work for the company."

Putting facts to work! That is the great secret of Gifford's career. He seems always to have a passion for knowing facts. When he was a boy, his hobby was the collecting of beetles, butterflies, moths and other insects. He mounted them and kept them in a glass case, carefully labeled with long Latin names.

He never understood these scientific names. But he wanted to get all the facts, even about a bug. And one of the facts was its name.

Rather curiously, perhaps, it was to a woman, his mother, that Gifford owed this habit of digging for facts. She had been a school teacher; and after her marriage her own family of nine children made a pretty sizable class all by itself.

It was partly his mother's influence and training that enabled him to enter the Salem high school when he was only eleven years old, and to go through Harvard in three years instead of four.

Many men, marveling at Gifford's rapid progress, have tried to find the explanation. When they learn that he took the Harvard course in only three years, they ask him if he was a "grind" during his student days. Not long ago, one of his business associates rather pressed this question.

"Walter," he said, "you must have had your nose in a book all the time you were at college!"

"But I didn't!" protested Gifford.

"Then how did you get through your examinations so easily?" the man asked.

"Well," said Gifford, "I didn't try to memorize a lot of *unimportant details*. I did try to *understand* the *important* facts! Those were the ones that would be useful to me at examination time. And if I *understood* them, I could remember them.

"I haven't a good memory. When I was in school, I couldn't memorize things like dates or the multiplication table—not as a mere act of the memory. But if I understood the basic principles of a problem in arithmetic, or the meaning of historical events, I never forgot them.

"To *understand facts* is the best aid to memory—and it is the only way to make them useful. A man might remember hundreds of facts; but how much good would that do him if he didn't understand them?"

Gifford's own achievements afford ample proof that his theory works out all right. For instance, he was to appear as a witness in a legal case in which his testimony, as prepared in advance, covered two pages crowded with figures. Only two hours before he was to go on the stand, the attorneys decided that his testimony must be given without his referring to notes or papers! Because he *understood* the facts involved, he was able to fix the figures in his mind and to give his testimony without error.

Now let us go back to that first promotion.

As a result of his introducing labor-saving methods in the payroll division, he was given a clerkship in the office of the secretary and controller of the company, a chance to work directly for one of the officers.

Gifford must have made amazing use of that chance, for but two years later he became assistant secretary and treasurer of the company!

It seems that the New York manager heard that there was a young man in the Chicago office who had an unusual ability to ferret out facts, to understand them, and to present them concisely. Like other big business executives, he needed men who had this ability. So he promptly summoned Gifford to New York.

Only three years after the nineteen-year-old college boy had asked for a job with the company, he became one of its officers! And he had not been helped by any pull. He had won out on his own merits.

One of the first things he was asked to do, after his promotion to the New York office, was to go to Boston and reorganize the accounting system of the company in that city.

When Gifford began, as usual, to dig out the facts, he found that the telephone business had grown so fast that the information about it hadn't kept pace with this growth.

In 1875 the first words were transmitted by telephone. Thirty-five years later, there were more than five million subscribers to the Bell System. In the face of this tremendous growth, the old methods of accounting were hopelessly inadequate; and to Gifford was assigned the task of revolutionizing these methods.

Remember! He was scarcely more than a boy at that time! The accounting problem alone was a big one for him to handle. But he didn't hesitate to make it an even bigger one.

His study of the situation went deeper than mere bookkeeping. He found that in the absence of facts to go by, the company's officers had to use their own judgment; and this judgment had to be based largely on guesswork.

So, while he was reorganizing the accounting system, Gifford also began to search out, and to pile up, all kinds of information about general conditions as well as about that particular business.

But, from his point of view, facts were useless unless they were understood. He had then the same idea that he expressed to me when he said: "A man may remember hundreds of facts; but how much good will that do him if he doesn't *understand* them?"

In order to use, through understanding, the mass of information he had gathered, Gifford established, when he was only twenty-three years old, a department of statistics. Under his direction it has become one of the most valuable information bureaus in the United States. It probably has been worth millions of dollars to the Bell System, because of its help in sizing up conditions and the needs of the business. Instead of the company's executives having to depend on "hunches," they have accurate information.

The department grew out of a suggestion which Gifford made to the late Theodore N. Vail, who was then president of the company. Later, still other important developments resulted from the association between the two men.

For example, one morning before breakfast, Mr. Vail called up Gifford and said, "I want a report on the use of the telegraph. Let me have it as soon as you can." Then he hung up the receiver.

As the telephone company, at that time, had acquired control of the Western Union Telegraph Company also, Mr. Vail's interest in the subject was perfectly natural. But, even though Gifford was accustomed to laconic messages from his chief, he was puzzled. Just what did Mr. Vail mean by "the use of the telegraph?"

Gifford wondered—but he didn't ask Vail. He knew it was up to him to get along without further explanation.

He decided to collect facts which he considered the most important ones. So he set his staff to work to determine how many

messages were handled daily by the company's wires. Then he calculated the number that *could* be sent over those wires.

The following morning, when he submitted his report, it was received with an incredulous shake of the head. Mr. Vail said there must be some mistake in it. He couldn't believe that the messages carried by the wires were so far short of the number that *could* be carried.

Gifford was so taken aback that he picked up his papers and returned to his office. There he carefully checked up the facts, and decided that he was right. Summoning all his courage he again went to see Mr. Vail; and this time he convinced his chief that something should be done to increase telegraph traffic during the hours when the wires were practically idle.

Mr. Vail, in his turn, quickly found a solution of the problem. He introduced the now familiar "night letter," for transmission at reduced rates during the night. It was followed by the "day letter," for transmission during the slack periods of the day. Thus was inaugurated a service which has become as important to the public as it is financially beneficial to the company.

Another striking development grew out of something Gifford did for one of his brothers. This brother had a little money which he wanted to invest. Gifford suggested buying some of the American Telephone and Telegraph stock; and when he found that his brother didn't have enough ready cash to buy the stock, Gifford worked out a plan by which the money could be borrowed from a bank and the stock paid for by installments.

"One day I was reporting to Mr. Vail on certain matters relating to the company," Gifford told me, "and I suggested to him a method of employee stock ownership based on the plan I had worked out for my brother.

"At that time Mr. Vail had an idea of some kind of insurance for the telephone employees. He believed the company should do something to enable the employees to share in the development and prosperity of the business. I told him about my plan, and explained that I thought it would be a good idea for the telephone company to encourage personal interest of the employees, especially when telephone service was so largely a personal matter. It seemed to me that any self-respecting American would like to be a part owner of the concern he worked for.

"Mr. Vail pounded the table enthusiastically and declared that he thought this had the 'germ of a good idea.' Then, as usual, he asked me to write a report and give it to him.

"When I told Mr. Vail," Gifford added, "that I really could not claim the idea as original with me, he said, with a smile. 'If it's good I'll claim it as my own!'

"I went to work immediately, gathering information bearing upon the subject, and submitted a complete report. Mr. Vail accepted it, and drafted his own plan of employee stock ownership. To-day 70,000 employees of the Bell System own \$50,000,000 worth of the stock; and 125,000 others are buying on the installment plan.

"The next step in the evolution of employee stock ownership," Mr. Gifford went on to explain, "was that of customer ownership. This, too, has grown beyond the dreams of those who first conceived the idea of selling stock to large numbers of investors. To-day 300,000 customers own stock in the American Telephone and Telegraph Company."

His career has been an extraordinary one—even here, in the land of great business achievements. It seems almost incredible that a boy who had a hard time learning the multiplication table should become a great financial expert. And yet, as you study the steps of his advance, they seem as simple as "two times two are four." To get all the facts! To make them useful by understanding them! That seems to be the only "secret" behind Gifford's remarkable career. Those two things, multiplied by two other things—initiative and energy—are capable of producing an almost incredible total result.

CAMELS, TELEPHONES AND OTHER QUEER ANIMALS

By Robert J. Casey

TELEPHONE girls fight these days to get a chance to get numbers—the right numbers—for Simeon P. Squeers.

You know Squeers. Last Christmas he went to court to compel the telephone company to discharge an operator who connected him with a bill collector and the year before that he was in the newspapers because of the row he made when somebody called him after 10 p. m. He knew every name that could be called over a wire without bringing the police and his manners were in keeping with his talents. Even then the girls used to fight over his calls, but with this difference: the one who answered him was the one who lost.....

It was in London last summer that the reeducation of Mr. Squeers began. He was standing in a jolly old hotel just off the Strand listening to a band playing "Ossy Keep Your Tile Hup!" and feeling very homesick. He didn't have a friend in England, he didn't like the movies, he couldn't understand the language spoken in the musical comedies and he couldn't play cricket. It looked like a dull afternoon for Mr. Squeers until an inspiration seized him. Like all great ideas this one was simple. He kicked himself for not having thought of it sooner...good sport, small expense, certain results... a marvelous idea. Every man to his own form of athletics, tennis, bowls, mah jong or shieing cokernuts on 'Ampstead 'Eath....As for Mr. Squeers he would go a telephone-baiting.

Telephone baiting and the manufacture of rabbit soup, however, have one thing in common, you must first catch the material. Mr. Squeers started to hunt for a telephone.

"Oh," said the clerk, "the tel-ee-fawn—that's what you want... Well you go down that corridor, up three steps, turn to your right and walk to the south wing and the boots will direct you."

"What?" inquired Mr. Squeers indignantly. "Walk a mile for a telephone? I never heard of such a thing. In America a hotel of this size would have a 'phone in every room."

"At the pest house," replied the clerk sententiously, "they have small-pox in every room. But I cawn't recommend it, sir. I really cawn't."

Mr. Squeers walked the mile and found the telephone. He couldn't miss it. It stuck out of

the wall like a bookkeeper's desk. He picked up the receiver and tuned it in.

"Are you there?" inquired the operator.

"Yes," said Mr. Squeers in the voice that had endeared him to his own exchange at home. "Where did you think I was?"

This should have produced a snappy come-back. It did. There



"WHAT? WALK A MILE FOR A TELEPHONE?"

was a pause during which Mr. Squeers thrilled at the thought that the girl was thinking up a breath-taking reply. Then she said:

"Are you there?"

"Three asterisks and a suitable expression," said Mr. Squeers, dragging out the shock troops of his vocabulary without the usual preliminary of minor insult.

"Are you there?" retorted Lizzie of the Fairfax Exchange. The rising inflection is the tra-la-la-la even in England and a poignant question—a personal, homey,

heart-to-heart question like 'Are you there?'—is rising inflection without effort or studied technique.

"What the what?" whatted Mr. Squeers.

"Are you there?"

Still Mr. Squeers hung on. It hurt him a bit to know that he had been deceived, that the English operators wouldn't play the game. But he was too good a player to quit so early. With

THE AUTHOR

It's at least a safe bet that most everybody in Illinois knows Robert J. Casey. It is explainable thuswise: two-fifths of the populace know him as the writer of the "Vest Pocket Anthology" stories in the Chicago Daily News; two-fifths know him as a radio expert and the remainder as the author of excellent travel books. This story was written a few weeks ago, after his return from a four months' tour of England, France, Egypt and the Holy Land.

that rare adaptability that has always characterized him he stole a base on the operator by asking her sarcastically:

"Are you there?" And that brought results.

A new voice sounded in his ear:

"So sorry...Fearfully busy...Wembley exposition and all that...Couldn't you call to-morrow...And besides there is no such number as the one you asked for..."

"Well, I'll be..." volunteered Mr. Squeers.

"Are you there?" interrupted a new voice. Mr. Squeers hung up. His blood pressure had reached 179 $\frac{7}{8}$ when he found himself once more before the clerk's desk.

"Oh the tellyfawn," repeated the clerk. "It is a bit of a blinking nuisance. The service isn't as good as it used to be before the war. In 1914 it was really good, well raw-THER! They would put you through in less than two minutes. Now, I think the average is five or maybe ten...not too long but still long enough. Yes, I often have been tempted to write a letter to the *Times* about it...."

And Mr. Squeers....well, Mr. Squeers is cured. And why not?.....

Telephoning is a serious business on the other side of the Atlantic...not to be considered in a class with marriage, divorce and high-way robbery, perhaps, but serious enough.

One doesn't approach a telephone there with a nickel and a flip-pant manner. He gives thought to the matter—and time. He dresses for his act with a solemn mien and a philosophic resignation. And if he gets his number he converses with the air of a child who has just been given an unexpected piece of ginger-bread of the Christmas charades—that is providing of course, that he hasn't forgotten what he intended to say.

There is a modernist movement in telephoning in Great Britain which, one is sorry to report, threatens to rob wired conversation of some of its most quaint features. Headlong youth is sacrilegiously abandoning the "Are-you-there?" style of approach and asking for numbers with an abrupt hello. The ancients sit by with dimmed eyes as they remember the yule log, the boar's head, the ride with the hounds and the tupenny beer...England's most cherished traditions sacrificed to the impetuosity of the younger generation and the tax collector.

And France... Well, France is no better off. They say that the trouble started there in 1917 when the A. E. F. landed with its strange ideas about law and order.

A general of the American signal corps went into the headquarters of the French commercial long distance telephone service and asked for an immediate connection to Tours. The courteous clerk at the desk smiled and thumbled through *Ledger Numero Dix*.

"You are number 76," he said politely.

"What does that mean?" inquired the general.

"There are seventy-five calls in ahead of yours," explained the patient man at the desk.

"Get that out of your head," counselled the general. "I am here representing the United States of America on official business. Do I get any international courtesy or don't I?"

"Fill in form 389," said the clerk handing him a sheaf of papers. "Then enter your name and address and the nature of the emergency that causes you to seek preferential service on forms 37 and 596-B. These documents must be made out in triplicate."

The general chafed at the delay. But after all custom was custom and he was a stranger in the land. He filled out the forms and handed them back through the wicket.

"Voila!" said the clerk cheerily. "Now, I can give you preference. You are no longer Number 76. You are now Number 73."

The general walked out, called his adjutant and his chauffeur and dispatched the pair in an automobile to deliver his message to Tours.

And the insidious results are evident in the fair land of France to this day, my children. When a Parisian nowadays wants to talk to somebody in Tours, he goes out and hires a taxicab and goes there.

In America when the telephone first began to propagate like influenza and straps in street cars, there was much comment among the people who write letters to the papers to the effect that such a detached and impersonal method of communication would tend to isolate the individual and make the United States a nation of detached voices. There never was any such danger in France. One reason was the language, the second was the people, the third was the telephone.

"Donnezmoi M'Sieur l'major d'cantonnement!"

They say a colored telephone man of the Ninety-second Division heard that one night at the front and promptly went over the hill. And justly, for he must have thought that someone had just uncorked a new cross-word puzzle. Some French artilleryman was asking in a quiet, decently articulated speech for a perfectly identified officer. But the trouble was that he couldn't prove it to a stranger...nor, for that matter, could he have done so well with one of his own kin. For the French language is one-third oral, one-third manual and one-third understood. It is no language for a telephone girl who has to register a shrug of the shoulders every time a customer speaks sharply.

That being the case



IF SHE INSISTS
ON ARABIC,
THAT IS HER
RIGHT.

the telephone virus has not had an appreciable effect on French civilization. There are hotels in Paris with telephones in every room and modern switchboards to care for them.

But there seems to be no grave danger of a spread of this fad. The sturdy proletariat resents being jarred out of bed at odd hours to answer the questions of the gentry who never can read a 'phone book correctly. After all, why pay a brass franc to telephone when one may just as well write a postal card.

As for the towns of provincial France there generally is a telephone in the Mairie and that ends the picture.

Which leads us by easy stages to the world's worst telephone service, the great Arabian Halloah of the Near East.

Cairo's 'phone system is quite like that of Paris except for sundry instruments that seem to have been dropped when Carter was removing the effects of the late Tut. The French and the Cairene are agreed on at least one point: Talk is cheap only when it is free—and besides it's a good deal of an effort. So one still finds 'phones with such modern improvements as bell-ringing magneto circuits, dumb-bell receivers and that sort of thing. They do not work rapidly. They might be disconcerting to an occidental. But in Cairo leisure is the largest civic asset. Nobody is ever going anywhere and patience is so common a trait that it is no longer classed among the virtues.

Jingle the jingler and call your number. If the operator speaks French give her the number in French. If she insists upon Arabic, that is her right. If she practices her English, try to understand it and then sit down until something happens. Nearly all telephone operators in Cairo can give a wrong number in all three languages and there is some talk of training them in Ido and Esperanto.

The same dreamy "why-do-you-want-the-number-anyway" atmosphere grows denser as one travels north and east. Damascus is said to be the oldest civilized community in the world despite which it maintains a youthful energy principally because it never allows itself to get excited over anything. There are quite a few telephones in this staid capital of Islam culture. A long distance line runs over the Lebanon some fifty or sixty miles to Beyrouth.

Telephone Bonds Sell on Lower Terms Than Foreign Government Securities

THE post-war problem of the American Telephone and Telegraph Company in obtaining funds for bettering its equipment and service has been a huge one. Fortunately, the company has enjoyed farsighted management and excellent credit. As a result, the capitalization of the company has been steadily increased through sales of its securities to the public. After a campaign designed to sell stock to telephone subscribers, such wide distribution of A. T. & T. shares has been obtained that the company's stockholders now number 300,000. (Nearly 350,000.) This is the largest shareholders' list in the world; if all the company's share-partners lived in one city, the latter would rank twentieth in population in the United States.

But "Tel and Tel" has not been satisfied by becoming the only billion-dollar public utility concern in the country. Last week, it successfully floated \$125,000,000 thirty-five-year bonds to finance further additions and betterments to the Associated Bell Telephone Companies.



"DONNEZMOI M'SIEUR L'MAJOR D'CANTONNEMENT!"

And it is said that a man talked over it only last month. The hello-girls at the only exchange open to inspection are not girls but moslem youths in turban and robe who wrap their brown legs about their tall stools in an attitude like that of a prayerful dervish. Whether Damascus has a good telephone service or not is beyond discussion. Nobody ever takes the trouble to find out.

.....Beyond Damascus the French camel patrol rides into the Syrian desert—a jingling, dazzling caravan that looks like a scene from Hollywood. And with the camels—this is another anachronism—are a brace of signal corps operators with a field telephone and wire. And there is a picture here. Civilization—the new civilization—pushing steadily east is identified

by two deadly weapons, artillery and conversation projectors. The old order is being shaken not by any new philosophical movement but by communication, the great and gossipy science.

On the edge of the desert Baghdad dips its bastions into the Tigris as the last frontier in arms against commercialized conversation. Beyond that is Persia where a snappy oil lamp is still considered a fine parlor decoration. And words just wander out there and die. In most of these regions the telephone is considered as diabolical an invention as the safety razor...and as useless. What with religious factionalism and the Mohammedan inheritance law nobody ever speaks to anybody else anyway and when he does, he doesn't want to have any telephone between him and the person he's speaking to. It looks like a dull season for the Mesopotamian Bell company, if there is any such thing.

The camels still plod across the desert and the Arab knows how to take a leaf from the book of the French. As in the case of the American general's talk to Tours there are often quicker methods than waiting for someone to build a telephone system. One way is to hop the flying caravan and ride thirty days over the hot sands to Beyrouth.

Which, in brief, is a reflection of conditions in the rest of Europe, Asia and Africa. England the matter of fact, France the volatile, Egypt the languid, and Mesopotamia the placid seem to prove that the telephone has something to do with civilization. Just how much it has to do, depends on your point of view.

The issue was notable in two respects. It was the largest bond issue ever floated by the company, and the largest of any kind offered since the \$150,000,000 Japanese government loan of less than a year ago. Moreover, the terms of the loan were second only to those accorded to our federal government and our stronger states. The coupon of the telephone issue is five per cent, and the bonds were sold to the public at ninety-five to yield about 5.30. This interest charge is about one-third less than that recently obtainable by the governments of Japan, Germany, France and Belgium, on their recent large loans in our financial markets. —Times, New York.

Selling by Telephone

SELLING a carload of matches by telephone is no unusual experience for the salesman of a well known match company to accomplish in the course of one day. Often the salesman "covers" in a single day as much territory in this way and produces as effective sales results as if he had spent two or three weeks and several hundred dollars in traveling expenses.

POWER PLANT AT NEW SUPERIOR OFFICE COMPLETED

INSTALLATION of the power plant for new Superior machine switching office, Chicago, was completed November 30.

The work was started August 4, about the time the roof on the building was being put in place. The laying of the conduit in the basement floor was the first step. This was accomplished by and with considerable mud slinging, not the political sort but the honest to goodness mudhole variety. What was later to become a nice clean orderly telephone exchange basement at this stage of the building construction had more the appearance of a mudhole. Rubber hip boots were much in demand; however, Joseph and his brethren (as some one on the job called Joe Williams, general foreman, and his crew) were not to be daunted by any amount of mud. The whereof of this became clear when we later discovered that Joe was born out in Iowa where it is claimed by some people that all of the surplus mud was dumped at the finish of the biggest seven-day job ever attempted. Therefore, the Chicago brand of mud had no terrors for Joe.

Following the conduit installation, machines, storage batteries and power boards were set in place, wired, connected and made ready to go.

The Commonwealth Edison Company in the meantime installed the power sub-station consisting of two 750 K. V. A. water-cooled transformers. The primary current for the sub-station comes into the building at 12,000 volts and is converted into 230 volts, three phase alternating current for telephone use. The transformers, oil switches and other equipment in this sub-station are duplicates of the equipment installed at State-Central thereby making it possible to interchange parts should an emergency arise where it would be necessary to do so.

The storage batteries are set up in four groups of twelve cells each, with seven boosters or end cells, making a total of fifty-five cells of type "H" elements in lead lined tanks. To fill the tanks 8,559 pounds of 1.210 specific gravity electrolyte was required. This was delivered to Superior Office in 778 glass carboys containing 110 pounds each. The electrolyte was conveyed from the exterior of the building to the battery room by means of a rubber hose and two electric driven acid pumps, the capacity of the pumps being approximately one carboy per minute each.

The switches connecting the machines to the batteries were closed at 12:15 p. m. November 21, thereby starting the initial charge of all cells simultaneously.

The first installation of the new duplex ringing and coin control machines was made at this office. These duplex motor generators are direct connected to two motors, one driven by 220 volts single phase alternating current, the other by forty-eight volts battery or direct current. The operation of the drive motor is automatic. In case of failure of the A. C. current the battery motor is automatically started and continues to drive the generator until the A. C. current is restored, at which time it is automatically disconnected.

The equipment for charging the storage battery consists of:

- 2—M-15, 52 K. W., 800 amp., 45-65 volt motor generators
- 1—M-6, 19.8 K. W., 600 amp., 22-23 volt motor generators
- 1—M-6, 19.5 K. W., 300 amp., 45-65 volt motor generators
- 1—AT, 50 amp. mercury rectifier.

These outfits are arranged by means of switches and wiring so that they can be connected to the various batteries in any of several combinations which occasion may require. All of this

equipment is now ready to furnish current for the operation of the apparatus which the Western Electric Company is about to install.

The installation of this power equipment was made under the general supervision of I. W. Boylan, division plant superintendent; Charles Cunnard, supervisor of power and light installation; Joseph T. Williams, general foreman; L. L. Walsh, inspector of power and light installation, and the following workmen: Andy Frank, William Stichter, A. P. McGrew, H. Olson, T. Walsh, W. M. Bauman, T. Baumstark, H. W. Jacobsen, R. H. Little, A. L. Loring, A. J. Peterson, H. Stratzman, H. Shuffin, F. H. Sweetland, F. J. Gardner, F. L. Wilson, G. H. Heslin, B. J. Heslin, I. D. Doyle.

The engineering details were supervised by Paul Pennington of the Illinois Bell Telephone Company and L. W. Eddy of the Western Electric Company. Messrs. Pennington and Eddy gave valuable assistance in the numerous engineering details which came up in connection with the installation.

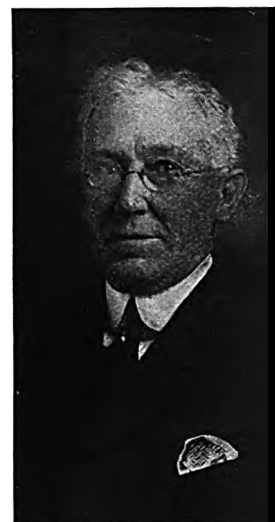
The delivery of the apparatus on schedule time was handled by V. E. Wallgren of the Western Electric Company. This item meant considerable in the prompt completion of the work and was ably handled.

Commercial Agent Dies

THE death of H. H. Reardon on January 1, came as a distinct shock to those of us who knew him during his seventeen years of service with the telephone company. Mr. Reardon was a friend of all who knew him, one who was known for his cheerfulness and consideration of others.

He began his telephone career in 1907 as assistant traffic manager in the Traffic Department of the Austin Office. He continued in this capacity until 1913, when he entered the Commercial Department as a commercial agent. He became one of the best known commercial agents in the service, and made many close friends in the business world. Mr. Reardon was not quite sixty-nine years of age at the time of his death.

He is survived by his daughter, Miss Bessie Reardon, and two sons, Harry E. and William B. Reardon. Mr. Reardon has resided with his daughter at 5804 Washington Boulevard. He was born in Cannelton, Ind., February 22, 1856.



HENRY H. REARDON

Telephone Saves \$10,000,000 a Day

IN 1922 there were 18,250,000,000 telephone calls in the United States, an averages of 53,300,000 local and 1,700,000 long distance calls a day. Estimating local calls at one-mile average length, and toll calls at thirty miles, this meant about 100,000,000 miles of "travel" per day over the wire route. Estimates says automobile operation costs ten cents a mile; for 100,000,000 miles the cost would be \$10,000,000,000. A good walker travels three miles an hour; the telephone saves 33,000,000 hours of walking every day, and all the time besides. At thirty cents an hour this would be \$10,000,000. Practically any Bell telephone can now reach 15,000,000 subscribers.—Editorial in *Manufacturers' News*, Chicago, December 27, 1924.



These three, who recently received their service pins, have a combined service record of sixty years at Moline and Rock Island. Ina Hingstrum received a four-star pin, Grace Clegg a three-star, and Mary Rogers a four-star.

HAPPY CROWDS OF GIRLS AND A FEW MERE MEN



Group which attended the luncheon given in honor of Mary Rogers (second from the right) by fellow workers at Rock Island and East Moline.



You cannot tell Nellie Morris and Nunila Holm of Kedzie Office that there is no Santa Claus.



Kildare girls. In this picture are the Misses Grabowski, Whitney, Priebe, Decker, Thon, Elliott, Matwiv, Kubiak and Warrentien.



Above—Miss Miller, Chief Operator, Rock Island; Miss Kelly, Chief Operator, East Moline; Miss Swanson, Chief Operator, Moline; Owen Jarboe, Assistant Traffic Superintendent, Rockford District.



Left—When the camera man said, "See the birdie" to these Kildare girls Miss Elliott pointed it out to them.

Telephone Girls

COMMENTING upon an uncomplimentary reference to the telephone operator in a stage production, William F. McDermott, dramatic editor of the *Cleveland Plain Dealer*, formerly with the *Indianapolis News*, has the following to say about telephone operators:

"The idea of the telephone girl as an unlovely and exasperating creature is one of the quaintest of contemporary illusions. Her patience and urbanity in the face of insolence, wise cracks and excessive expectations seem to me absolutely saintlike. It is superhuman.

"To be blamed by loud-voiced strangers for errors not one's own, to be held culpable for all the fallibility of man-made machine, to be spoken to sternly by office boys and bootleggers, to be talked to habitually like a fish wife and yet always to reply with a sweet 'Number, please?' 'Thank you,' or 'I'll give you information'—that is a brand of self-control and miraculous civility that is wholly amazing to an ordinary mortal.

"We used to send children to school to learn 'manners.' The telephone companies seem far more successful than the ordinary schools in driving home lessons in urbanity. Instead of sending girls to 'finishing' schools, perhaps it would be better to let them be telephone operators for a while."—*Lowell Tribune*.

Babson on Utilities

"CHICAGO leads the world in the development of public utilities," said Roger W. Babson, noted authority on statistics and business forecasting, in the course of a recent address to Chicago business men. The general topic of his address was "Business in 1925."

In commenting on the future outlook for various classes of investments he advised rather careful discrimination, and said, "Watch the public utilities; it is likely that they are not yet at the top. The statement that electric utilities are now where the railroads were fifty years ago is not as careless as it may sound. With all their growth, the utilities are yet in their infancy."

New York Telephones Average Five Calls a Day

HOW many calls does New York City make each day? A recent statement by H. A. Trax, chief accountant of the New York Telephone Company, throws some light on the question. During the year 1923, an average of more than 18,570 toll or long distance calls every day kept New Yorkers in close touch with the rest of the country, while at the present time the total number of calls, local and long distance, in the city averages 6,200,000 every day. In other words, every telephone in New York City is used, on an average, about five times every day.

"ON THE AIR" WITH THE CHORUS AND BAND

Two Bell Organizations Win Fame by Broadcasting Splendid Programs from WGN, "Chicago Tribune" Station, and WMAQ, "Chicago Daily News" Station

LETTERS and telegrams were received from all parts of the country commending the splendid performances of the Men's Chorus which broadcast from Station WGN on January 7, and of the Illinois Bell Telephone Band which broadcast from WMAQ on January 9.

One of the most hearty congratulations on the concert given by the band was received from C. W. Motter, editor of *The Voice*, house organ of the United Telephone Company at Abilene, Kan. Mr. Motter said in part:

"Several United Telephone employees who have radio sets listened in on the program which was broadcast on Friday evening, January 9, from Station WMAQ. Assistant General Manager Fred Coulson, Traffic Superintendent Ralph Van Trine and Commercial Superintendent B. H. Smith listened in on your program in their respective homes and all have nothing but praise for the entire program.

"I, myself, listened in on this program and enjoyed especially the quartet. Telephone folks here at the general office will be looking forward to the second program which we understand is to be broadcast on Friday, January 30, from nine-fifteen to ten o'clock."

That the Illinois Bell men conducted themselves like veteran broadcasters is proved by this story which appeared in the *Chicago Tribune*:

"The program by employees of the Illinois Bell Telephone Company at WMAQ from nine-fifteen to ten was a fine one. The work of the fifty-piece band was clean cut and pure toned, both in solo and concert numbers and remarkable in producing decidedly deceiving orchestral effects—a rare attainment. The male quartet was heard in a number of selections beautifully sung."

Among the many commendations received by the *Chicago Daily News* are the following messages:

Chicago: "Your program of January 9 was particularly fine with special mention of the Bell Telephone Company's program. John Bodenmann, Jr."

Milwaukee, Wis.: "Allow me to tell you how much I appreciated your program last Friday evening (January 9). Keep the good work up. George James."

Crown Point, Ind.: "The program rendered by the Bell Telephone Company was splendid. Thank you so much for the opportunity of hearing them. Mabelle M. Bliss."

Montreal, Quebec, Canada: "I wish to commend the following: *Blue Bells of Scotland*, by Kirby; *Follow the Swallow* and *A Little Ray of Golden Sunshine*, by the Bell telephone male quartet. Hope to hear them again soon. R. M. Smith, 315 Hampton Avenue."

Marengo, Ia.: "Program coming in fine. Regards to Mr. Hilchen in the band. Winnifred Delaney."

Chicago, Ill.: "Have Mr. Moebius and his telephone people play *June Night and You*. From an employee. Mr. and Mrs. William Langlois."

But the band's concert not only inspired letters and telegrams but a story written by two girl employees who explain that it is partly fact and partly fiction. The story called "A Perfect Day," is quoted in full.

"Anna Baxter settled down comfortably to enjoy the evening newspaper. 'Well, the day has been pretty satisfactory,' thought Anna. 'The train got in on time this morning for a change. I

finished that report, and I got that remnant of silk in exactly the right shade this noon.'

"After dinner that evening, Anna sat down to study for the evening.

"The Bell Band is on to-night,' said Mr. Baxter.

"Oh, is it? I want to hear them, too, the chorus was on the other night. I have until nine-fifteen to study then.'

"Anna thought: 'I wonder if he is going to play. I wish he would play my favorite, if he should play a solo.'

"At nine-fifteen, the *Princess of India* came up loud and clear. After one or two other numbers, the announcer of WMAQ said: 'Mr. Robert Lyons will now play Kreisler's *Old Refrain*, dedicated to Miss Anna Baxter.'

"Anna nearly jumped out of her chair. 'To me! Why, I hardly know him. At the dance in the Bell Forum we were talking about music and I told him that I loved that piece.'

"There wasn't a bit of static in the air and every note was as distinct and beautiful as if the player had been standing in the room.

"Wasn't that beautiful. I never enjoyed anything so much in my life!' And the band went on playing another number.

"To-day certainly has been a perfect day,' breathed Anna."

B. S. Garvey, vice president, after listening to the band concert, wrote the following note to Homer Bang:

"The program broadcast from Station WMAQ last night by our band, singers and musicians was excellent. Several people were listening with me and, after tuning in on a number of programs during the evening, prior to nine o'clock, were unanimous in saying that the program given by our people was the best one they had listened to. We had been in on orchestras at East Pittsburgh, New York and various other places. I felt very proud of our band in comparison with the others. The selections on the flute and those by the quartette and soloist were all good.

"Please extend my congratulations to the performers."

The band, however, did not have a corner on praise and congratulations on their program, for following the Bell Chorus radio night, commendatory telegrams and letters were received from fourteen states and one province in Canada. The furthest point heard from was in Maine.

A Little Close Harmony and *Coming Home*, by the chorus; *Invictus*, sung by Edward Davies, and *Flow Gently, Deva*, sung by Thomas Morgan and Edward Davies, received the lion's share of credit along with that personally accredited to Dr. Protheroe. The following are excerpts from several of the applause communications:

Evanston: "I am snatching the time on a busy morning to tell you that in the month we have had the radio we have never had such a treat as last evening. First, extracts from *Carmen*, then the Illinois Bell Telephone Men's Chorus. It was all wonderful and we thank you."

York, Pa.: "Have been listening in over radio for five years and find the Bell Telephone Quartette one of the best I ever heard." (There is a hidden compliment in the preceding extract, since any chorus would be tickled to have its music compared to that of a well-balanced quartette.)

Huntington, W. Va.: "Your men's chorus of telephone employees is simply wonderful. Seldom, if ever, have we heard any-

thing so good. Weather conditions caused some fading this evening but what we got surely was fine."

S. Zanesville, Ohio: "Have been enjoying your program very much, especially the Bell Telephone Men's Chorus, which was wonderful. Their voices blended so well we thought it was a quartette before it was announced."

Honeybrook, Pa.: "We enjoyed immensely the selections by the Bell Telephone Men's Chorus. This was one of the best programs we ever heard over the radio."

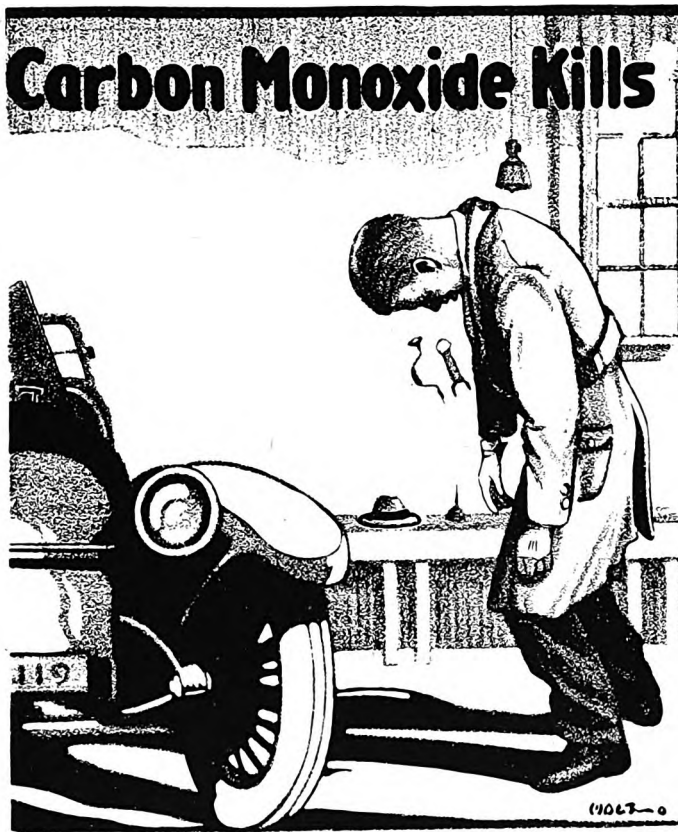
These excerpts represent only a few of the sixty-two letters and telegrams received after the chorus' performance. It is an unusual response for any single radio attraction coming, as it did, unsolicited.

Illinois Bell Telephone men and women are proud of the splendid reputations that their fellow employees have made by their radio concerts.

Gas Poisoning Dangerous

READERS of the BELL TELEPHONE NEWS may remember in the June, 1924, issue an article which called attention to the fact that numerous persons were being killed throughout the country by gas engine fumes or, chemically, carbon monoxide. Deaths from this source are rapidly increasing.

Figures compiled by Dr. William D. McNally, coroner's



chemist, covering the first ten months of 1924, show 327 deaths from carbon monoxide in Cook County, which is better than one death per day from this cause. A great per cent of this is from gas engine fumes.

"The deaths from carbon monoxide poisonings in large cities now exceed those from any other poisoning," says Dr. McNally.

A common way to contract this poison is to work in a garage with an auto motor running and a safe way to guard against it is to be sure that the doors and windows are open and the place is well ventilated. A motor running only a few minutes

behind closed doors will create enough poison to kill. This gas cannot be seen or smelled, and, regardless of the size of the room, it is next to suicide to run a gasoline motor inside unless the exhaust is discharged outside.

Accident Prevention

By Carl A. Dieckman, Commercial Manager, Centralia

WE, who work for the Illinois Bell, Have a story true we love to tell; 'Tis based on the oldest law of man "Safety First" wins like nothing else can. In the dim days of the ages gone, When knights were bold and the right arm strong; They met and jousted with a will, And many a gallant life did spill. Life was short and life was sweet, The fair for the strong and the ax for the weak; Might was right and right was wrong, The weak fell prey to the wicked strong. Sing not your song of the good old days, They are gone forever with their wicked ways; We're taught to help the old and weak, We're our Brother's Keeper and respect the meek. We know the law and keep it, too, Watch out for others is the thing to do. So, mind your step as the pole you mount, Stairs are tricky and slips here count. Brace the ladder before you climb, Cross the street in the safety line; Drive with care and sound your horn, A fool is every minute born. Neglect no scratch however slight, Iodine is cheap and the trouble is slight; Keep your kits at hand and your wits about, Let someone else play the rôle of the lout. Then if an accident comes to one of the crew, Show the gaping crowd what a real man can do; Remember the lessons of the First Aid drill, And do your best to show your skill. It may be little, or it may be great, But a life may be lost if you hesitate; So act with dispatch and keep your head, A living pal beats a hero dead. Now, let's give three cheers for a company true, That's taught us all these things to do; For no greater thing can be said of us, Than we met the test and tested plus.

Adopt New Measure for Telephone Transmission

THE "mile of standard cable," which has been used in telephone engineering in this country for more than twenty years and has been adopted in other countries as the unit for expressing the transmission efficiency of telephone circuits and apparatus, has lately been replaced in the Bell System by another unit which is becoming known as the "transmission unit," abbreviated "TU."

The "mile of standard cable" served its purpose for a long time, but in the last few years the advent of carrier telephony and carrier telegraphy, together with the development of improved transmission measuring devices have made it advisable that a new unit be standardized. The new unit differs from the "mile of standard cable" by only a few per cent in magnitude and is an improvement in other important respects. Already the new unit is receiving favorable consideration from some of the more important European telephone administrations.

MR. HALL TO VISIT CHICAGO THIS MONTH

E. K. HALL, of New York, vice president of the American Telephone and Telegraph Company, will visit Chicago Monday and Tuesday, February 9 and 10, and will address two meetings of Illinois Bell employees to be held in Medinah Temple, 610 Cass Street.

Many of us will recall Mr. Hall's last visit to Chicago about two years ago when he addressed 1,100 of the employees at the LaSalle Hotel. This was the capacity of the room at the LaSalle, and many employees suggested that Mr. Hall be asked to return when arrangements might be made to have all of the employees, or as many as possible, hear him. The Bell Loud Speaker and the Medinah Temple will make this possible. This hall is one of the largest in the city. The use of the loud speaker makes every seat as good as every other seat as every person can hear every part of the program plainly.

The Bell Telephone orchestra will give a concert from 7:30 to 8 p. m., followed immediately by a demonstration of the Bell Loud Speaker. Many of our employees have heard of this invention but have never had the opportunity to hear it or see it in use.

Mr. Hall always has an interesting message to telephone people and Illinois Bell employees are very glad that he can arrange to take the time to come to Chicago for these meetings.

To divide the attendance as equally as possible between the two nights and also to avoid overcrowding the hall, it has been decided to issue tickets. These will be distributed to employees by the various departments. Further announcements as to details will be made in the BELL TELEPHONE NEWS and the WEEKLY SUPPLEMENT.



E. K. HALL

Present-Day Corporation Ownership

IN American industry a quarter of a century or more ago great corporations were quite generally regarded with fear and aversion by the people. That, as a rule, is no longer the case. The reasons for the change in sentiment are numerous. In the first place the character of corporations has changed. The federal government has furnished and the corporations have wisely accepted a regulatory supervision that has done away with the worst abuses of earlier days. In addition, the people have learned the advantages of large-scale production and appreciation the economic value of combinations that reduce manufacturing and distributing costs, and consequently, selling prices.

More potent, perhaps, than any other reason, however, as is pointed out by David F. Houston in an article in the January issue of the *World's Work*, is the change in corporation ownership. That change, wisely encouraged by a large percentage of America's industrial enterprises, has relieved them of any taint of their old monopolistic character and has converted thousands of employees and costumers into stockholders.

The extent to which employee and customer ownership has been carried is not appreciated by persons who have not followed the movement. A few examples serve to illustrate the change. In 1900, for instance, the American Telephone and Telegraph Company was owned by 7,500 stockholders. To-day its stockholders of record number 343,000, of whom 65,000 are employees; in addition, 100,000 employees are acquiring stock on the partial-payment plan. In 1883 the Commonwealth Edison Company of Chicago had eleven stockholders. In 1923 it had 34,250, of whom very many were employees and customers. Until a few years ago the business of Armour and Company was owned almost entirely by the Armour family. Now there are upward of 77,000 stockholders. Swift and Company has 46,000 stockholders, and of the owners of these two great packing concerns 55,000 are employees.

The United States Steel Corporation has long encouraged employee ownership, with the result that more than 50,000 persons whose names are on its payrolls are also stockholders who receive dividends in addition to their wages. Such examples might be cited indefinitely among the industrial, transportation and public utility corporations throughout the country. The policy of corporation managers to make partners not only of their employees but of their customers is resulting beneficially to all concerned and to the country at large. Nothing contributes more to the stability of industry than to increase the stake in it of those who carry it on.—*Chicago Daily News*.

Ways to Prevent Construction Accidents

By M. Brock, Line Foreman, Michigan Bell Telephone Company

PREVENTION of accidents is a duty each one of us must take upon himself. It is a responsibility to ourselves, to our families, to our company and to the public.

There are preventable accidents that never should occur. We are responsible, individually, if they occur while we are on the job. I am making a few suggestions that might help all of us eliminate such occurrences, particularly on construction work.

The number of accidents can be reduced if the foreman in charge, when hauling poles on a truck and trailer will see that a red flag is always placed on the end of the load and will have a red flag at the right and a green flag at the left, in front of the truck, to indicate that a trailer follows.

When unloading poles from the trailer, two ropes should be used, to prevent accidents and the poles breaking.

During construction work, a number of holes are dug ahead and the poles may not be set the day the holes are dug. If the holes have to be left open over night or a holiday, a plank or guard should be placed over each hole.

In setting poles, the foreman should be careful that the men work evenly so that no one will strain himself. Two of the best men should be on each side of the pole, as they will know when to push and when to let up on the pole pikes.

In stringing rope, wire or strand, be sure it is high enough so that pedestrians or automobiles will not run into it. When pulling in underground cable, always have a manhole guard and red flag at the hole; also station a man at the street crossing so, if anything should break or the rope is low, no one will run into it.

I believe if these suggestions are followed, fewer accidents will occur.

Bank Resources of \$10,000,000 at Ottawa

IN the story about Ottawa published in last month's BELL TELEPHONE NEWS it was stated that the combined resources of the city's banks are more than two million dollars. That was a typographical error. Ottawa has five banks and three building associations with resources of considerably more than ten million dollars.

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AMORY T. IRWIN, EDITOR

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"When My Ship Comes In"

"I'M GOING to take a year off and go to Europe—when my ship comes in."

"A country place where the flowers grow and the birds sing all the day is waiting for me—when my ship comes in."

"When my ship comes in I'm going to—"

And on and on grow these fancies. We've all dreamed them. We've all built castles in the air and promised ourselves that they would materialize as soon as "our ships came in."

The surest way to have a ship come in is to send one out. And the stronger and more sturdy the ship, the better the chance that it will return safely to port.

Get busy now and plan your ship. Then, when you start building, make good health the frame work; steel-plate the sides with ambition and clear thinking; erect the masts of lofty ideals; get a rudder that will steer straight and true; have a lusty crew of dollars working for you; see that the skipper is always on the job and knows no fear.

Send out your ship then, and you may be sure it will return richly laden.

* * * *

A Word to the Wise

NO MATTER how much time we may have to spare, we are usually in a hurry to reach our destinations and are impatient if there is any delay in the means of getting there.

Perhaps, more than at any other time, we are impatient while waiting for an elevator in a crowded hall or lobby. At such a time most of us are indifferent to the rules by which elevator operators are directed and altogether unmindful of the accidents that might occur on an overloaded elevator.

As a matter of fact, we doubt if it is possible to overload an elevator with human freight. If an accident did

"CALLS TO BE COMPLETED"

1. Every employee and every subscriber a stockholder.
2. Complete coöperation between every department and every person.
3. Harmonious public relations. Remember—You represent the company to the public. Be courteous.
4. Make "Accident Prevention" your slogan.

occur we'd blame it to some defect in the car rather than to overloading.

Still, the fact is, that the operation of elevators must be systematized and certain basic operating rules must be complied with.

Elevator operating is a business that can be conducted successfully only when passengers comply with the common-sense rules that have

been adopted to insure safe service.

The men and women who operate and start the elevators have been instructed carefully in the details of their business. They know how many passengers their cars will hold. They dare not carry a single extra person.

When they call out, "That will be all, please," they know what they are talking about, and it is a mighty poor sport who will draw a long face and start criticizing the elevator service.

Elevator service, like everything else, can only be perfect when passengers, as well as operators and starters, work together.—Paul Kingston.

* * * *

"Hitch Your Wagon to a Star"

MUCH, far too much, dribble has been written about promotion, success, sticking to the job and kindred subjects.

Yet, now that the New Year is upon us, and we are ready to start, with a more or less clean slate, after the things we want Life to give us, it is time we checked up our personal, individual assets and liabilities to get a clear idea of what we are out to do and be, and then drive to our goal.

Promotion and success depend essentially on how firmly and truthfully we "hitch our wagon to stars," and how carefully we guide them to the high lands of our ambitions.

STOCK REDISTRIBUTION CAMPAIGN OF LAST YEAR A SUCCESS

Organization Goes Over the Top with Substantial Excess of Both Sales and Shares Sold—Plan to be Continued This Year

SALE of stock of the American Telephone and Telegraph Company by employees of the Illinois Bell Telephone Company last year under the redistribution plan was a success. While some of the departments did not quite obtain their quota of sales and shares sold, the organization as a whole went over the top with very considerable excess in both sales obtained and purchasers. The following shows the results for 1924:

Departments	Purchasers		Shares	
	Quota	No. Obtained	Quota	No. Obtained
Commercial	4,143	3,650	17,526	19,535
Plant	2,400	3,164	8,644	9,195
Traffic	1,415	2,137	5,660	5,204
General Offices	354	223	1,462	2,274
Accounting	212	196	850	644
Engineering	51	60	158	301
Total Company ..	8,575	9,430	34,300	37,153

Based on the results for 1924 and 1923, a new allotment of departmental quotas has been made for 1925 and the redistribution of stock under the same plan will be continued.

The record of the Illinois Bell organization in this important work, as well as that of other units in the Bell System, demonstrates conclusively that the public is interested in telephone securities and ready to become partners in our business if the matter is presented to them properly. Many thousands of our employees are shareholders and are, themselves, thoroughly "sold" on the value and desirability of A. T. & T. stock. This makes them better able to recommend it to others.

An interesting phase of the campaign of 1924 was the fact that the increase in the market price of the stock during the last

six months of the year did not prevent the employees from reaching their objective. The sterling value of the stock and the good record of earnings of the Bell System were evidently controlling factors in the public mind rather than the somewhat higher price which the shares commanded.

It is the hope of Illinois Bell department heads that in making our quota for 1925 we will have the assistance of many employees who did not share in making the record of 1924. It should be remembered that the object of the campaign is not the sale of additional stock, but the redistribution of stock already owned by the public among a larger number of holders and that a new stockholder, owning even one share, is greatly to be desired.

In the past years a large proportion of the sales have been made by a relatively few employees. It is the hope of the management that as time goes on, practically all of our people will take an active part in the campaign.

It is our business and those who are most interested in and informed as to the business are the ones to interest others. Let everyone of us interest ourselves and interest others in "our business" this year.

The quotas for 1925 by departments follow:

	Shares Purchasers	
Commercial	12,900	2,442
Plant	9,000	3,214
Traffic	8,500	3,542
General Offices	2,200	220
Accounting	900	281
Engineering	300	61
Total	33,800	9,760

It will be noted that we are expected to make a few more sales with a slightly decreased number of shares.

Letters Tell of Service Telephone Folks Give Subscribers

WHEN Miss Tillie Meng, pay station attendant at the Chicago terminal of the Chicago and North Western Railroad, found an envelope containing two bonds in a booth at the station she noted the name on the envelope, turned it into the Lost and Found Bureau, and attempted to locate the owner. The bonds were finally returned to the owner, E. W. Wilcox of Fort Atkinson, Wis., and later he wrote to Miss Meng to thank her for the part she played in returning the bonds to him.

The service rendered subscribers by operators in various offices in the city has been praised in several recent letters: Miss Alma W. Jones, order clerk for the Chicago, Milwaukee and St. Paul Railway, praises the long continued good service she receives on numerous daily calls from Miss Selma Dapio, a Monroe operator. Miss Marie Miller, acting supervisor at Lakeview, was given a "boost" for the way she has handled several calls for Mrs. Charles Pollak. When Irving Morris had difficulty in obtaining the telephone number of a friend, whose street address he did not know, he appealed to Miss Hungness, a Dearborn supervisor, who was able, after repeated effort, to put him in communication with his friend. Later in a letter to the company Mr. Miller thanked Miss Hungness for this service.

When Mrs. J. Graupe, a Chicago (Rockwell Office) subscriber, needed a doctor in a hurry due to the sudden illness of her son she hastened to the telephone, told the operator who an-

swered her flash of the emergency and the doctor's name and explained that there was no nickel in the house. The doctor was called immediately and responded to the call. Later in a letter Mrs. Graupe told of her gratitude. It has been impossible to trace the Rockwell operator who handled this call.

Telephone men who have been commended by letters from subscribers include Messrs. Lonergan, Specht and Olson, who worked on a recent installation for The Green, Fulton, Cunningham Company; Messrs. Clark and Hanrahan, who installed a new switchboard for the Schoenhofen Company; F. A. Bowes, foreman, and John A. Polachek, installer, whom Doak Norwood of the Norwood Pharmaceutical Company praises for efficiency; and J. B. McCoy, foreman, F. Paxton, A. Morillon, A. J. Matusek, H. Lentz, M. Haraburd and E. J. Kijanowski, who were commended for exercising great care in moving a pole from the back yard of a subscriber.

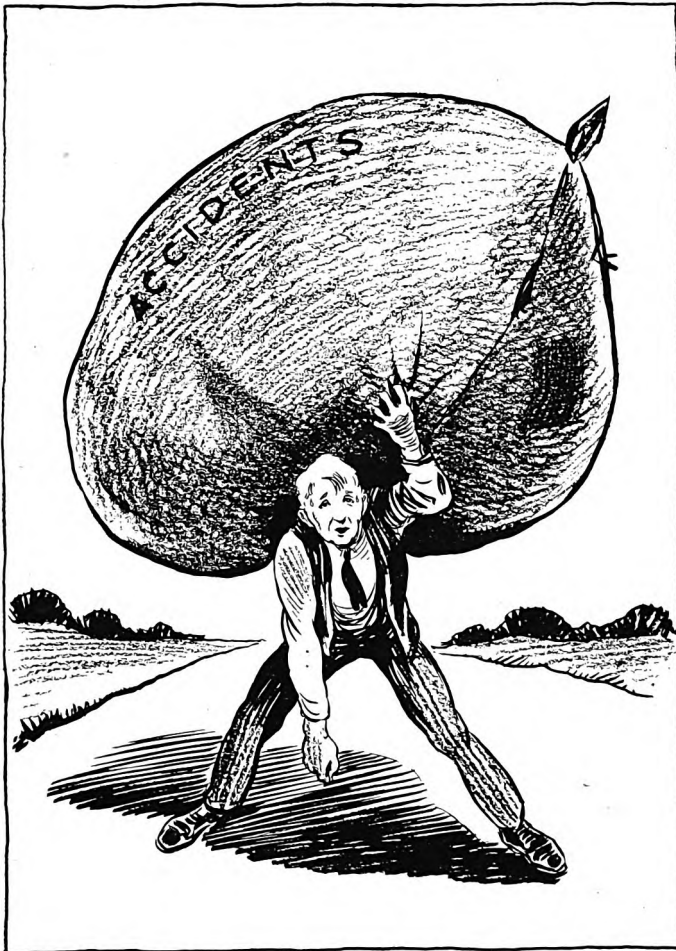
S. M. Silverman praises the adjustments and other dealings he has had with R. G. Stockbridge of the Suburban Commercial in the last few years. He states that all his dealings with Mr. Stockbridge have been concluded quickly and satisfactorily.

"I want to commend the operator who handled the call," says H. T. Griswold, vice president of the Stanford Manufacturing Company in a recent letter acknowledging the receipt of a dime which had been collected in a coin box and for which he received no service. The Dearborn supervisor who handled this call was Miss Przybylski.

Our Fight to Tie First Place

THE race is still on—so is our fight to gain equal footing with those who are now in first place in the accident prevention race. Statistics from the American Telephone and Telegraph Company show we were still in tenth place at the beginning of the fourth quarter of 1924; but our records show a slight im-

TRYING TO REACH FIRST PLACE



WHAT ARE YOU DOING TO LIGHTEN THE LOAD?

provement during October, November and December, and we believe we will have advanced a notch or two when the A. T. & T. report for the fourth quarter standing is published. If the present spirit of coöperation continues and the different departments continue to fight for first place in our own company, we feel sure when the six-months drive is up and the standing of the first quarter of 1925 is published, we will be with or near those who are in that coveted goal—first place.

While we are trying to gain this position, we want it distinctly understood that we want to succeed only by merit and genuine improvement of our own standing, and not by a fall down of the companies who are now holding positions higher than our own. In other words, we hope all associated companies will improve their standings until we are all tied for this position with a 100 per cent record of no accidents.

Bill's Letter

I AST my dad what a post office wuz and he sed it wuz a place ware a Skotchman fills hiz fountain pen. Then he laffed. I didnt laff cause I didnt see anything funny to laff at.

I guess if a Frenchman wanted to fill his pen he cud. But I wüz just jokin with Dad cause we learned all about the Postmaster and the post office at skule and I wanted to see how much

he new. Then I ast him ware wuz the best place for a stamp on a letter and he sed any place jus so its on there. Yur rong I sed it belongs in the uper rite hand corner and if it aint there the machine wot puts those wavy lines on it wont hit and it will haff to be hit by hand.

Then dad sed well wot if it does. Then I sed jimminy lookit the lost time. The Postmaster can hit 40 or 50 a minit while the machine wot the Postmasters got goes lickety split and can hit 4 or 5 hundred in a minit. That bein wot we herd in skule. Then knowin some more about the post office I ast dad wot went in the uper left hand corner and he sed nothing that he knew of and I sed yur rong again and he got kinda mad cause he didnt like bein rong twice in the same day. He sed if you know so much tell me wot goes in the uper left hand corner. Wy the return address of course I sed, bein some more we herd at skule.

Wots the idea he sed and I sed supposin the letter cudnt be delivered wot wud the post master do with it. Just then the mail carriers whisle blew and Dad went to the door cause thats wot the wisle meant, me following.

The Post Office man with the whisle sed I got a letter for you Mr. Gump with to cents due. Dad sed whose it frum, if they rite to me they ought to put enouf stamps on it, send it back to him. Then the postman sed, I dont know ware its frum it dont say. Well sed dad I dont see wy people dont put there names on there letters. They shud sed the postman and Dad sed that is just wot I been tellin my son that if people tuk more care the post office would be a hek of a lot better off. I started to say something but Dad give me a look which meant not to, which I didnt.—Postmark, Springfield.

Goops

“WE are wont to look upon Goops as small thoughtless children,” said a member of the Accident Prevention and Health Betterment Committee, “but in passing through the corridor of one of our buildings the other day, we came to the conclusion that all Goops are not mere children. In fact, we seem to have some of this species in our employ who are very much in the adult class.”

“Upon opening the hall door,” he continued, “we spied a piece of orange peel, and only a few feet farther down the hall, another and another—the peeling appeared to have been strewn by someone who was walking through the hall and preparing the orange to eat simply by throwing the peeling down as it came off.

“This is a fine way to perfume the air of the hallway, but it is not so nice for the fellow employee who unseeingly steps on the peel and takes a tumble upon the floor resulting in a sprained arm, leg or back.

“We have had several accidents among our employees from this very cause, and,

You know 'tis not much fun to slide,
Upon a peel, if once you tried;
And now that you have heard us say,
Do not dispose of peels this way;
We hope a Goop you'll be no more,
By throwing peelings on the floor.”

An Error Corrected

ON page 10 of the January BELL TELEPHONE NEWS appeared an editorial headed, “Trust, New Style,” reprinted from *Decatur Herald*. In the first paragraph it is stated that announcement has been made by the American Telephone and Telegraph Company of an intention to spend \$25,000,000 upon additions and improvements to plant during 1925.”

The figure should have been printed \$265,000,000. It was correct in the *Herald* but was incorrectly copied into the NEWS.

FOURTEEN GIRLS ORGANIZE SEWING CLASS

"NOTHING ventured nothing gained," was the slogan that the fourteen girls of the Toll Rate Engineer's Division of the office of the general supervisor of toll traffic adopted when they decided that they would master the art of designing, fitting and making their own dresses.

This decision was arrived at a few weeks before Christmas when the girls began to talk over their annual Christmas party and the filling of Christmas boxes for persons less fortunate than they. Some of the more ambitious thought: "Wouldn't it be fine for all of us to have new dresses for the Christmas party?" And then some others chimed in: "Yes, and wouldn't it be fun to make our dresses ourselves and donate \$3 of what we save to the Christmas fund?"

Then Miss Agnes Mathews, chief clerk to H. W. Fox, toll rate engineer, asked the girls to join a sewing class to see if they couldn't have new dresses, save money for the Christmas baskets, learn a lot about making their own clothes and have some fun on the side. "The results are rather problematical, but we're eager to try," were the collective and individual answers that Miss Mathews received. And so the girls decided to meet each Tues-



WHAT THE VENTURE GAINED
Agatha Boesen and Agnes Mathews in the smart business dresses they made.

day evening from five-thirty to seven-thirty to learn the intricacies of home dressmaking.

Being amateurs in this art, they decided to cut, fit and complete their gowns in muslin so that they would be sure that the style and fit were satisfactory before they cut into the more expensive woollen fabrics which they chose for their winter dresses.

When they had completed the muslin dresses and each girl was sure that the shoulders and sleeves of her embryo dress were as near perfectly fitted as possible, it was time to get started on the real dress. Now what had seemed visions and impossible tasks promised to be very fine realities. They were beginning to make practical daytime frocks for themselves.

Tuesday evenings came and went. The dresses were cut from the muslin patterns; this, together with the designing, basting and fitting, was done during the class hours and under the capable instruction and aid of Miss Mathews. The machine stitching was completed at home.

During the six Tuesdays before Christmas, the sewing class had plenty of time to decide that they had gained a lot from their venture, and the girls were telling one another: "Your natural



SIX PROOFS OF WHAT GOOD TASTE AND GOOD NEEDLEWORK
WILL DO

Mary Sinnott, Leona Shay, Jane Schober, Lucille Lohn, Frances Boyle and Elsie Hanke tell us there's nothing like trying to accomplish things—even making one's own clothes.



A HALF-DOZEN LOYAL BOOSTERS FOR THE
SEWING CLASS

Bernice Roche, Josephine Murphy, Anita Nickels, Bernice Crane, Mazie McKay and Florence Harighausen have been won over to the idea of "Making their own."

talents will never help you unless you give them a chance. It is in doing that success lies."

The dresses were finished for the Christmas party, and twenty-five friendless men and women of the Oak Forest Infirmary were made happy by well-filled and carefully planned Christmas boxes. But the two purposes which promoted the organization of the sewing class were incidental to the results obtained. The fourteen girls shown on Page 29 are wearing good looking dresses in which they may take especial pride for they designed them and made them themselves at an average cost of \$8.04, the highest amount spent being \$14.43, and the lowest, \$5.25.

Nor is the sewing class going by the boards now that Christmas is over and the initial incentives gone. The girls are going right on making underwear and things for the spring. There is an old saying: "From small beginnings, etc." These girls are not only learning lessons in how to design, fit and make their own clothes, but they are learning lessons in the economy and appropriateness of dress.

Below are listed the amounts of material purchased by each member of the sewing class, and the amount she spent on her dress.

	Material	Trimming	Findings	Total Cost
Miss Agatha Boesen	2½ yds. "Tan" Flannel, \$5.74	Buttons, 25c	Thread, 15c	\$6.14
Miss Frances Boyle	2 yds. "Tan" Tweed, \$4.75	Buttons and Buttonholes, \$2.74 Collar and Cuffs, \$2.00	Thread, 15c	9.64
Miss Bernice Crane	2 yds. "Blue" Serge, \$3.58	Braid, 89c Collar, Cuffs and Tie, \$1	Thread and Binding, 29c	5.76
Miss Elsie Hanke	2 yds. "Tan" Serge, \$3.79	Collar, Cuffs and Belt, \$2.09	Thread, 15c	6.03
Miss Florence Harighauser	2¼ yds. "Mahogany" Flannel, \$9.00	Buttons, 1.50 Collar and Cuffs, \$2.00	Pattern, 35c Thread, 18c	13.03
Miss Mary Kritzberger	3 yds. "Blue" Serge, \$3.87	Collar, Cuffs and Belt, \$2.75	Thread, 15c	6.77
Miss Lucille Lohn	2¼ yds. "Henna" Flannel, \$6.65	Buttons, 1.10	Cord and Thread, 38c	8.13
Mrs. Mazie McKay	*2½ yds. Black Satin for Under Slip, \$4.88	Embroidery Silk, 21c	Thread, 16c	5.25
Miss Agnes Mathews	2 yds. "Blue" Flannel, \$6.58	Buttons, \$2.65	Thread and Braid, 41c	9.64
Miss Josephine Murphy	2 yds. "Henna" Serge, \$3.89	Buttons, \$1.13 Collar, 79c	Silk Binding, 59c Thread, 18c	6.58
Mrs. Anita Nickels	2¼ yds. "Tan" Flannel, \$10	Buttons, \$1.10 Braid, \$1.33 Belt, \$1.25	Pattern, 35c Thread, 15c Stays for Collar, 25c	14.43
Miss Berenice Roche	3¼ yds. "Blue" Serge, \$4.75	Buttons, 75c Collar and Cuffs, \$1	Thread and Binding, 24c	6.74
Mrs. Jane Schober	2 yds. "Blue" Flannel, \$7.30	Buttons, 70c	Thread and Braid, 41c	8.41
Miss Leona Shay	2 yds. Wasp Point Twill, \$5.30	Buttons, 60c Braid, 75c	Pattern, 35c Thread, 15c Binding, 35c	7.50
Miss Mary Sennott	2 yds. "Taupe" Broadcloth, \$4.50	Buttons, 50c Collar and Cuffs, \$1.25	Thread, 18c	6.43

*Tunic made from a green broadcloth skirt. Total cost of 15 dresses \$120.48
Average cost per dress 8.04

Wisdom of the Ages

At six he felt that Santa Claus was nothing but a joke;
At sixteen he inferred that race-track touts are full of coke;
At twenty-one he knew all men were crooks and bums as well;
At forty-five he bought oil stocks. Quick, Doc, the padded cell!

No-Accident Records

FIVE years—or 1,825 days ago—a department was organized in the Chicago Plant Division to be known as the Transmission Test Department. It consisted of twenty employees whose work was to measure the loss in transmission.

This department dodged Old Man Accident from its very beginning until December 11, 1924, when one of its men had the misfortune to tear a ligament in his leg due to remaining in a stooped position for too long a time.

Some record,—eh? Well, we'll say so—and here's another.

About 3,650 days—or ten years ago—William J. Maiden was placed in charge of the Mailing Department. This department consists of about eighteen employees and no record is anywhere in evidence of an accident ever occurring to one of these employees.

Yes, indeed, these are both *real* records in accident prevention work—records of which any department should be justly proud, and all the employees, as well as the heads of these departments, are to be congratulated on the efforts they have put forth in this battle to decrease human suffering caused by accidents.

One Per Cent is the Limit

THE American Telephone and Telegraph Company, the largest corporation, save the United States Steel Corporation, announce that no one person owns more than one per cent of its capital stock. It makes the further declaration that there is no group of interest or of rich people or of families whose combined holdings are sufficient to insure control. Its shareholders now number three hundred and forty thousand persons. The bonds of the company and of its subsidiaries are scattered among hundreds of thousands of our citizens. In fact, this unit in our public service organization is socialized; it is owned by the public; its rates and service are regulated by laws and its profits are sufficient to justify liberal dividends on investments. This is the socialism that this country can afford to encourage and take pleasure in seeing developed.—*Illinois State Journal*.

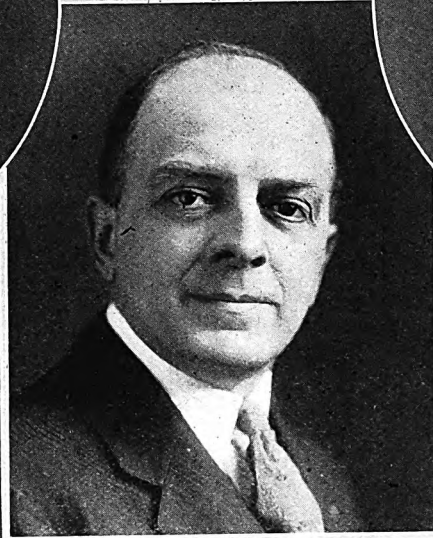


IS THIS YOUR VALENTINE?
Were for Safety;
How about you?
Take one more chance
And you are through.

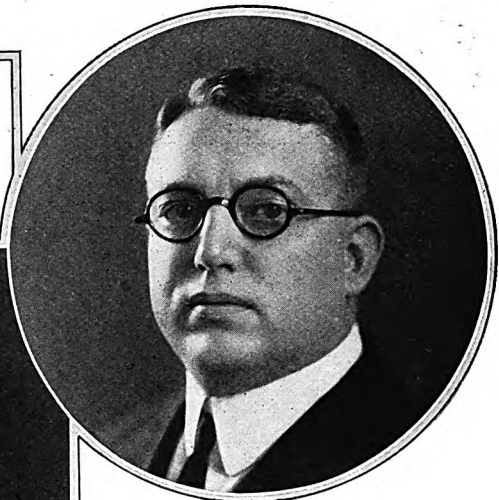


M. S. MORONEY
86 Sales

TEN CLUB
OR
BETTER



O. W. KRUEGER
18 Sales



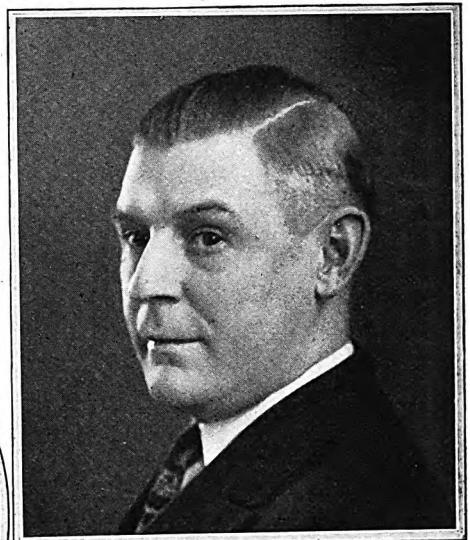
J. W. RAUCH
43 Sales



O. H. TOSCH
78 Sales



EMILY YORK
10 Sales



W. H. BURNHAM
73 Sales

A Book for Telephone Users

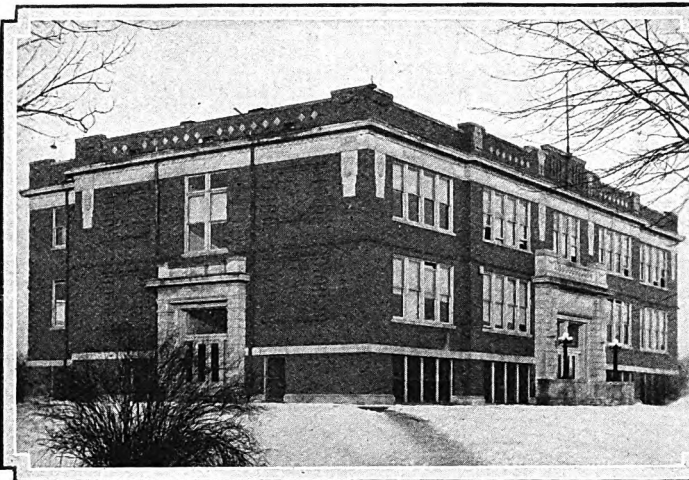
A BOSTON professor has written a book entitled, "The Use of the Telephone in Business." It is a book that the business world needs. The author, John C. Scammell, is head of the College of Business Administration at Boston University. But, theorist though he may be, he shows a practical knowledge of the values of the telephone and his volume of more than a hundred pages is replete with worthwhile suggestions for their fuller realization.

Professor Scammell treats interestingly of the many uses to which the telephone is put, and the manner in which it may be made more effective. Of general service to all telephone users, however, is his advice on the acquirement of a good "telephone voice." A lot of people call us up every day who might profit by that advice. "Shut your eyes and listen to a conversation," he urges. "How much you lose? Gestures, facial expression, lights and shades of meaning are gone. Several words were so blurred that you could hardly catch the speaker's views. Here is one basic

problem in telephoning. . . . Your voice has to do double duty; it must speak so clearly and so impressively that the listener's mind will grasp your full meaning and be held firmly attentive."

It is not so much a loud voice, as one of "resonant, ringing tone" which is needed, he says, and this is to be attained "by speaking with the lips drawn well apart, showing the teeth." Try it next time you use the telephone.

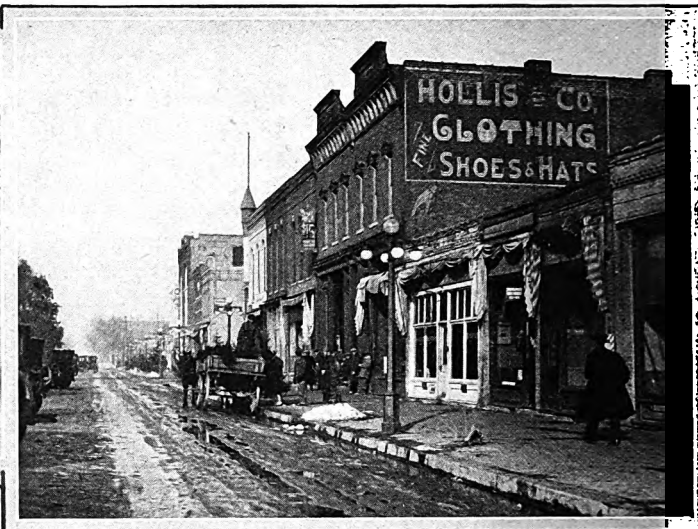
One thing we wish Professor Scammell had included in this book—a stern rebuke for the individual who, desiring some favor, gets his secretary to call you up, to greet your response with a "Wait a minute," and to leave you holding the receiver until it suits his employer's convenience to prefer his request. Nine times out of ten when the secretary's boss ultimately gets ready to talk he adds affront to the waste of your time by asking "Who is this?" Professor Scammell might at least have suggested a snappy reply to make under such circumstances.—*Chicago Evening Post.*



The High School.

IN GIBSON CITY

Street Scene.



ager at Springfield, for the Central Union, sent one of his men, J. F. Stephens, from the Buffalo Exchange, near Springfield, to take charge of affairs at Gibson City.

Mr. Stephens has had considerable experience in construction work along with the other branches, and this stood him well in hand in his new job at Gibson City, which has now become an old job for him, as he has been there ever since.

Just after the Gibson City Exchange was officially taken over by the Illinois Bell, Nature went on a rampage and sent a sleet storm with its usual disasters and bills of expense.

Mr. Stephens was forced to commandeer an emergency gang of thirty or forty linemen, and rent a number of automobiles to help repair the damage done by the storm of ice, which is a part of the expense in telephone maintenance quite often overlooked by subscribers when they think about telephone rates.

When a sleet storm strikes a district, the damage done to trees becomes very evident to the casual observer, while the more expensive destruction of pole lines and wires is scarcely noticeable except to the more careful observer. When wires go down, they usually lie flat on the ground, almost invisible; while trees and limbs fallen on the ground become more noticeable than ever.

Gibson City and the surrounding territory, after the recent storm had the appearance of a great orchard very thoroughly, though badly trimmed, the brush still lying where it fell. But the trees will grow new branches, while the telephone poles, cross-arms and wires, many miles of which were crushed to earth, must all be replaced and this costs money.

Gibson City is one of those "down state" towns that has energy enough for a city twice its size, but none too much for Gibson, they know how to use it.

They have their business associations and their Lions' Club which was on the job and was energetic enough to win the annual state convention of Lions' Clubs for 1925. Gibson City will make it interesting for the visiting delegates.

During the recent holiday season the streets of Gibson City were decorated very tastefully with evergreen trees and display lights which added considerably to the beauty of the place.

By early summer it is expected that the new State Highway No. 9 will be completed between Gibson City and Bloomington, which will mean one more good outlet to help not only Gibson City, but all of the towns of the neighborhood.

The telephone exchange is located just a little way off one of the main streets and occupies the second floor of the building, the light and power utility being on the ground floor.

The principal business of the surrounding district is naturally

farming in its various branches and the farmer of to-day has learned to do a great deal of his business by telephone, which in turn accounts for the relatively large toll business transacted at the Gibson Exchange.

Bell Men in Signal Corps Association

THE past war taught us many things, among others the need for better coöperation and understanding between those engaged in activities supplying men and material for the technical branches of the War Department.

With these points in view there has been formed under the supervision of Major General Charles McK. Saltzman, the chief signal officer of the army, an organization known as the American Signal Corps Association with headquarters in Washington, D. C., and branches or "posts" in all parts of the country. There will be nine major subdivisions called "regional areas" corresponding with the nine army corps areas with the headquarters of each in the city nearest to that corps area headquarters.

The eligible list shall include all those who are actively engaged in communication pursuits: Engineers, executives, authors and technicians in all branches; telephone, telegraph, radio and pigeon. The Chicago Post has several Bell telephone men on its charter membership list.

Meetings are held at the headquarters of the Electric Club and the latest things in communication are put before the association by men who are responsible for their advancement. Some of the interesting subjects touched upon at the last meeting were "Wire Photography," "High Speed Radio Telegraphy," and the "World Wide Wireless of the Radio Corporation of America" illustrated by two reels of motion pictures showing the high power stations in New York, Germany, Poland, Argentina, Japan, France, England, etc.

All those who were engaged in the work of communication or the manufacture of equipment for the purpose will appreciate the good that can be derived from a closer acquaintance with the government's officials and executives with whom they would have close business contact during activities.

11,000,000 Accident Victims

ELEVEN million persons in the United States, who thought they were safe, were stricken by accidents of all sorts last year. Many were killed, many maimed for life. A quarter of these accidents happened within the home. Teach the children to be careful on the street and at home.

TELEPHONE TRAIL BLAZERS WITH FEBRUARY SERVICE RECORDS

Michael White

February, 1889—36 Years

THIRTY-SIX years ago Michael White's name was written on the pay roll of the Chicago Telephone Company and it must have been written with indelible ink, for it has been there ever since.

Prior to that time he had been working for the company indirectly in the employ of that redoubtable "old war-horse," Nick Rousseau. Nick was a teaming contractor whose main business was hauling material for the Chicago company. Mike drove one of Nicks' rattle trap rigs at a time when the horse and wagon chauffeurs had for their slogan "A hundred days, a hundred dollars."



MICHAEL WHITE

This experience put Mr. White into contact with construction work, which he decided would be more to his liking. Accordingly he struck Bill McMurphy, the West Side foreman, for a job and got it; first as a groundman, then as a full-fledged lineman.

As lineman he particularly remembers the housemoving epidemic in Chicago. It was before the elevated roads had been constructed—and from a lineman's point of view it seemed as if half of Chicago was on rollers.

Every night some itinerant house would have to be let through a telephone route. Sometimes the wires could be lifted over the house as it was slowly pulled along—and often the wires had to be cut and the service temporarily interrupted. But most of that was effectually stopped when the elevated lines put up their steel structures.

To-day Mr. White is still active as a repairman, doing special work in the Wabash District in Chicago.

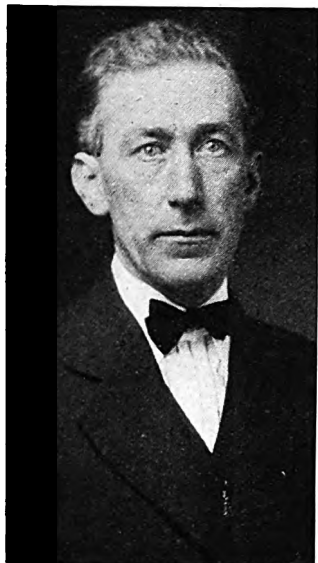
John J. Blake

February, 1896—29 Years

John J. Blake began his telephone work in 1894 but he did not establish his official connection with the Chicago Telephone Company until two years later in February, 1896.

At first he went out as an installer for John Bickel on the South Side of Chicago. This was at the time when installers delivered their own freight and express.

They came to the storeroom in the morning and there



JOHN J. BLAKE

picked up instructions, instrument, wire, batteries, insulators, ground rods, etc., and by means of some slow horse cars—and much walking, delivered the supplies and installed the instrument.

Mr. Blake worked in the Hyde Park and Town of Lake Districts, so that ordinarily one instrument a day, including carrying time, was about all that one person could install. In those days the ordinary subscribers' instruments were equipped with Blake transmitters and hand generators.

Pay station sets were generally operated by means of a chromic acid battery using a pound cone of zinc for the positive element, in a solution which would bite a chunk out of carpets and rugs about as quickly as the radio battery will to-day. Some of those old zinc relics may still be seen in use, as weights to hold down the receiver hooks when not in use.

After his South Side experience, Mr. Blake went to Main Office and there helped in the great event—that of cutting the office from generator to common battery system. Then he went with Mr. Speare and Ed Danielson and helped in the Central cut-over. From Central he went to North Office, now Superior, then to the P. B. X. work in the Suburban Division.

Mr. Blake is still active in the P. B. X. work—and can usually be found at the Oak Park Office—where he sometimes makes new ones out of old ones and does a good job, too.

Peter Kussman

February, 1897—28 Years

Peter Kussman started working for the telephone interests twenty-eight years ago, in the basement of the old telephone shop and storeroom on Franklin Street, Chicago. He and Mr. Buck



PETER KUSSMAN

were the only two people engaged in the work of hanging cables on walls and ceilings of the "down town" buildings in Chicago. They made their own cleats and hangers in the shop—and then went out and put up the cable.

Later they moved into a barn, back of the fire engine house, taking on more men.

This formed quite a "gang" and they made cable boxes and a lot of iron work, such as brackets, cable racks or runways.

Then they moved to the rear of 218 Washington Street, occupying two floors and turned out much more work as the business grew. We next find Mr. Kussman in the same kind of work in the Sebor Street shop. Here they took on repairs

to wagons, concrete mixers and other machinery.

Then he went along with the "shop" when it was moved to Aberdeen Street—this was the first telephone garage—and here it was that Mr. Kussman helped to repair our first Mitchell automobile by straightening the bronze axle.

The last move was to 1521 West Harrison Street where Mr. Kussman still presides at the forge. Mr. Kussman has an enviable record for promptness in attendance to his duties, claiming that he

was never late but once and then on account of a sleet storm. He started "blazing the trail" by the blazing forge and has been continuously at it for twenty-eight years.

Edward S. Lindsay

February, 1900—25 Years

Edward Lindsay is another one of our pioneers or trail blazers who started his telephone work in the old Chicago repair shop on Franklin Street. He was on the job of testing and repairing



EDWARD S. LINDSAY

telephone sets for about five years, and then went out as an installer in the Monroe District where he worked for a while and then went to Canal Office as an installer and repairman.

Mr. Lindsay was taking care of the Western Electric P. B. X. board before Lawndale Office was cut over, so when the new office was opened, Ed automatically became a Lawndale man. It is now fifteen years since Mr. Lindsay was detailed to the Hawthorne Plant of the Western Electric Company and while fifteen years may seem a short time as one looks back—it is a long time as he measures events and development, especially of the Hawthorne Plant.

When Mr. Lindsay started repairing in the Hawthorne area, there were ten-party residence lines, and on many jobs he had to ride horseback in order to get to his work.

The Hawthorne Plant and its remarkable growth has been the means of developing surrounding territory to a remarkable degree. Hawthorne being the Western Electric Miracle City, Mr. Lindsay has had the thrilling experience of being on hand to see and feel it grow to its present enormous size.

Louis A. Zielinski

February, 1901—24 Years

Louis Zielinski, familiarly called Mr. Z., who draws on a

powerful Dawes' pipe, was born in Chicago—and evidently knew that he was about when he applied for a job with the telephone company because he has been satisfied with us ever since.

His first work was as night manager at Canal Office—at a time previous to woman suffrage when the public wanted to make its complaints to a man. Mr. Zielinski found a lot to do in his new job besides take care of complaints.

Among the duties he had to perform was that of distinguishing between the sound of a dime automatic buzzer and that of a comb which a few smart people thought they could use to simulate the sound of a buzzer and thus cheat the com-



LOUIS A. ZIELINSKI

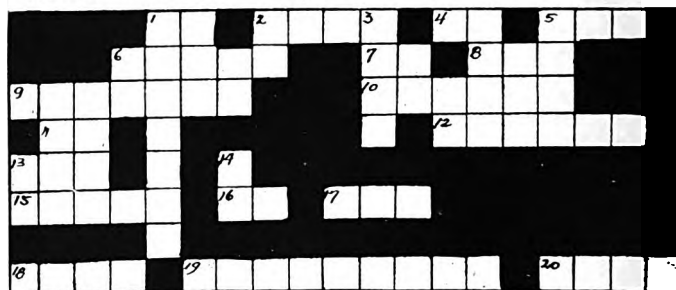
pany out of a dime. Mr. Z. declares that he got to be quite a comb expert, though there is now no place in which to use that experience.

Having worked in the Traffic Department all over the city he was transferred to the downtown or general office as assistant manager under Mr. Holden. Then he became service inspector in the Central Division which included Main, Central and Harrison Offices. In this capacity he walked almost continuously all over the district, checking up complaints and testing service generally.

Somewhat later he came to the office of the superintendent of traffic looking after the adjustment of the force and the P. B. X. traffic work up to 1920. Since then he has become the supervisor of methods on P. B. X. and pay station work for the whole territory for which his past experiences should ably qualify him.

Here's a Cross Word Puzzle Invitation

WHEN the Harvey Unit of the Commercial Employees' Association planned to entertain the Hammond Unit on February 17, the Invitation Committee worked out a unique cross word puzzle invitation to the affair. Here is the result of their labors which Hammondites are now mopping their respective brows over.



HARVEY'S UNIQUE INVITATION TO HAMMOND

Horizontal

1. A command
2. A request
4. A preposition
5. Possession
6. A gathering
7. To designate
8. An article
9. Oldest fraternity in the world
10. House of worship
11. A preposition
12. Name of a town
13. Second month (abbr.)
14. A popular day in Ireland
15. An act of charity.
16. Near
17. An article
18. A department of the Telephone Company (abbr.)
19. A group of workers
20. An organization (abbr.)

Vertical

1. A popular diversion
3. The quickest way to a man's heart.

Please Omit Flowers

A MAN struck a match to see if the gasoline tank to his auto was empty. It was not.

A man patted a strange bulldog to see if the critter was affectionate. It was not.

A man speeded up to see if he could beat the train to the crossing. He could not.

A man touched a trolley wire to see if it was charged. It was.

A man stepped on an up-turned nail to see if it would go through his shoe. It did.

A man put his finger in a buzz saw to see if it was going around. It was.

Transcontinental Line Completed Ten Years Ago

TEN years ago the Atlantic Coast talked with the Pacific Coast by long distance telephone for the first time. So much has happened, however, since that historic event took place that for the most part we are apt to lose sight of the fact that it is of such comparatively recent date. A World War has been fought and won, the Panama Canal completed and opened for transit, wonders have been wrought in aeronautics and wireless. The completion of the transcontinental telephone line, however, marked the culmination of an art born in the United States, created entirely by American genius and enterprise and developed to the highest achievement of practical science.

It was on January 25, 1915, that the first telephone line across the continent was opened. On that day, just one short decade ago, in the presence of groups of prominent men on either coast, the transcontinental telephone wires were given their first public test and the completion of the line was formally celebrated.

Among those who participated in the ceremonies was President Woodrow Wilson, who spoke from the White House in Washington to President Moore of the Panama Pacific Exposition, which was soon to open in San Francisco.

When the transcontinental line was completed it was expected that it would prove adequate for many years to come, but within seven years the service had grown to such an extent that another transcontinental line was in process of being built. This new line, which was opened on December 22, 1923, runs westward from Chicago to Denver, and thence to El Paso, Tucson, Phoenix and Los Angeles.

A. T. & T. Shows Substantial Margin Over Dividend Requirements

FOLLOWING is an announcement sent out to all stockholders of the American Telephone and Telegraph Company with the quarterly dividend check on January 15:

"To the stockholders: The demand for telephone service has continued throughout the year 1924 with a result that the greatest number of stations will be added to the system that have ever been

added in any one year, with the exception of 1923. Until near the end of the year the volume of toll and local messages, while showing an increase over 1923, reflected to some extent the rather quiet business conditions. We feel that our Associated Companies are well prepared to meet the demands that will be brought on them on account of the further increase of business activity expected in 1925.

"Our final figures of earnings are not yet at hand, but will be set forth in detail in our annual report which will be issued shortly.

"Indications are that the financial results of nearly all of our Associated Companies will be satisfactory. There are a few cases where a fair return is not being earned, pending rate adjustments which should be concluded early in 1925. Your company will show for the year, as usual, a substantial margin over dividend requirements—H. B. THAYER, President."

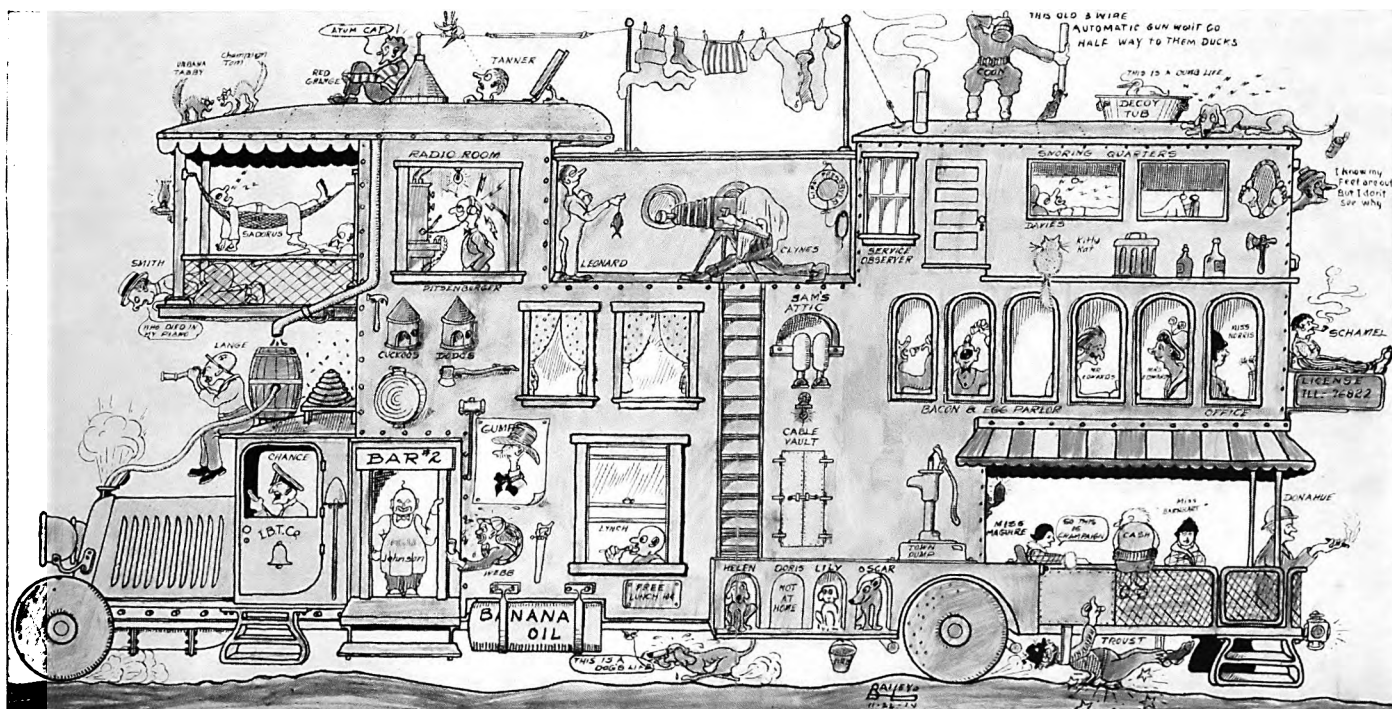
Men Move Up in W. E. and International W. E.

J. L. McQUARRIE has been appointed chief engineer of the International Western Electric Company. He succeeds E. B. Craft, who has become vice president of the Bell Telephone Laboratories, Inc. Mr. McQuarrie has held the title of assistant chief engineer, his service with the Western Electric Company having been continuous since 1894.

H. B. Gilmore, since 1908 manager of the supply distributing organization of the Western Electric Company at Boston, has been elected assistant secretary of the company at New York. Mr. Gilmore succeeds J. W. Farrell who has become secretary and attorney of the Bell Telephone Laboratories, Inc. He began his service with the Western Electric Company in 1902 after his graduation from Dartmouth where he was a member of the varsity football team.

Tests Liquids With Telephone

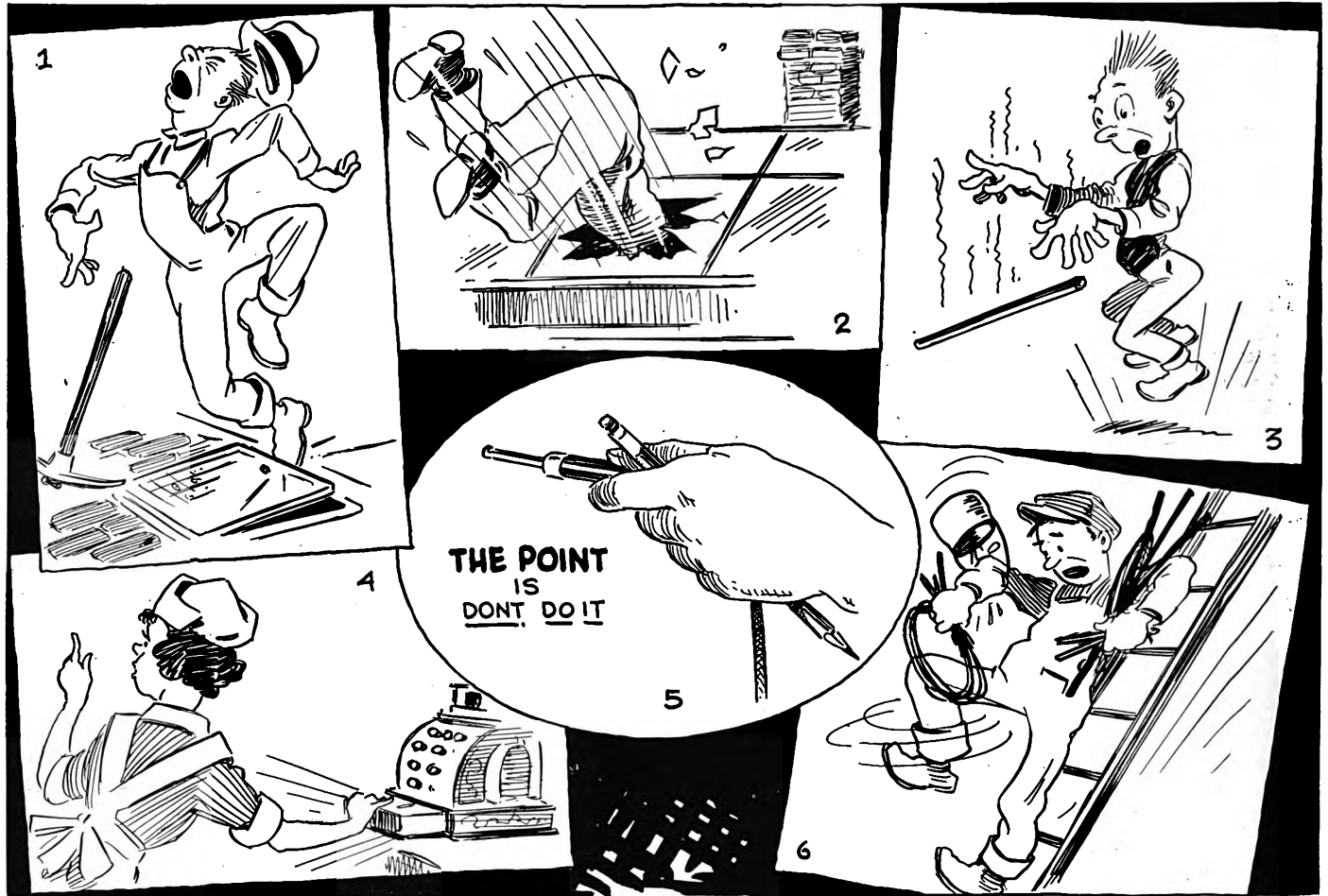
A TELEPHONE test to determine the purity of certain liquids is being applied in France. An electric current is passed through a sample in a test tube and the telephone connected in the circuit indicates the presence of an adulterant by a change in the sound emitted by the receiver.



G. R. BAILEY HAS DRAWN THIS SKETCH BY WAY OF A BIT OF HUMOUR AT THE EXPENSE OF THE IDIOSYNCRASIES OF HIS FELLOW WORKERS AT CHAMPAIGN AND URBANA.

OUR ARTIST'S CONCEPTION OF SIX RECENT ACCIDENTS

'Tis said, "If you can't reach a person by reason, try ridicule." These cartoons are intended only for the unreasonable.



1—An employee was lowering a manhole cover with a pick. The point of the pick slipped allowing the cover to fall on the employee's left foot, badly crushing his large toe.

Accidents of this kind are easily avoided by simply following instructions issued by the company on removing and replacing manhole covers.

2—An employee stepping over a messenger on the roof of a garage struck the messenger with the toe of his shoe, became unbalanced and fell through a skylight to the floor below, a distance of over ten feet.

The accident was possibly avoidable by a little more care on the part of the injured.

3—An employee was stirring papers in an incinerator with a pipe which finally became red hot. In pulling the pipe out of the incinerator he thoughtlessly took hold too far up and severely burned his hand.

Good judgment and common sense might have avoided this accident. "He that sitteth upon a red hot stove shall rise again."

4—A matron in hurrying to wait on a girl customer closed the cash register drawer on her finger.

No remarks are needed on this case, but we will say it was a good thing she was not operating a buzz saw in this careless manner.

5—An operator, taking down a connection, held a pencil in the same hand. When she brought the cord down to place she jabbed the adjoining operator in the right arm with the pencil.

This operator was extremely careless and not thoughtful about the safety of herself and her co-worker.

6—An employee started down a ladder with both hands full of material. The ladder slipped, the employee was forced to jump and he had to alight stiff-legged or hit his chin on a nearby wagon.

This is another case of disregard for safety. Some one should have been steadying the ladder, and the employee should have been using a hand line to lower material. Due to the fact that this man was thrown in a precarious position, and had so many things to think of all at one time, he was lucky to escape with only a strain. Had he used his mind before the accident as well as he used it at the time, no doubt the accident would have been avoided.

Kedzie Office "Launches" New Test Desk

WITH the passing of the old year Father Time has decided to dispense with the services of the old No. 2 test desk at Kedzie Office and to provide more adequate testing facilities in the form of a modern No. 12 five-position mahogany test desk which is located on the first floor in the rear of Kedzie Office, formerly the men's club room. The special features of this desk provide a fast and accurate means of testing and locating trouble. While the construction and operating principles are based along similar lines to those of the old No. 2 desk, much has been added to increase the efficiency in testing trouble and dispatching repairmen. With five testing positions of this type desk the people at Kedzie Office feel confident of successfully handling the peak of the load in any emergency. To provide for a new club room Mr. James has decided to move his office to the front of the building in the space formerly occupied by the old test desk.

TROUBLE ON THE LINES

By May T. Dewhurst

THE party planned to discuss the question of rebuilding the Miller house had to be postponed. A sleet storm in the southern part of the state had proved a most destructive one for telephone service. Every drop of rain congealed when it touched the wires and great ropes of ice hung from the ice incased poles. As they grew heavy and the wind blew there was the disaster of broken lines and prostrate poles. So destructive was the storm that men with their implements and even trucks were sent on from the east where the blizzard had not reached, and Tom with his big gang from the city had gone to help build up the lines again. On the repair force was Ted Wilson who was to get his first taste of working on "a real man's job."

"I guess," said Mother, as she and Mary sat sewing several days after Tom left, "Ted will get all he wants this time. He said, you know, last summer when he was here to dinner that he saw telephone men working in a flood to give service and it looked like a real job. I hope he and Tom won't freeze their fingers and toes."

"Don't worry," said Mary, "Tom has done so much of this work he will know how to look out for himself and if he is a good boss, he'll look out for his men."

"He will if he can, I know," said Mother, "but Tommy won't stop for anything if he feels he is needed and I think Ted Wilson will be reckless if he isn't watched. When a man is new on the job he sometimes has 'zeal without knowledge.' A man with frozen fingers isn't very useful even if he is brave and self-forgetful."

Just then the door opened and Katie and her mother and John appeared. Without waiting to take off her coat, Katie held out a letter and paper to Mother and said:

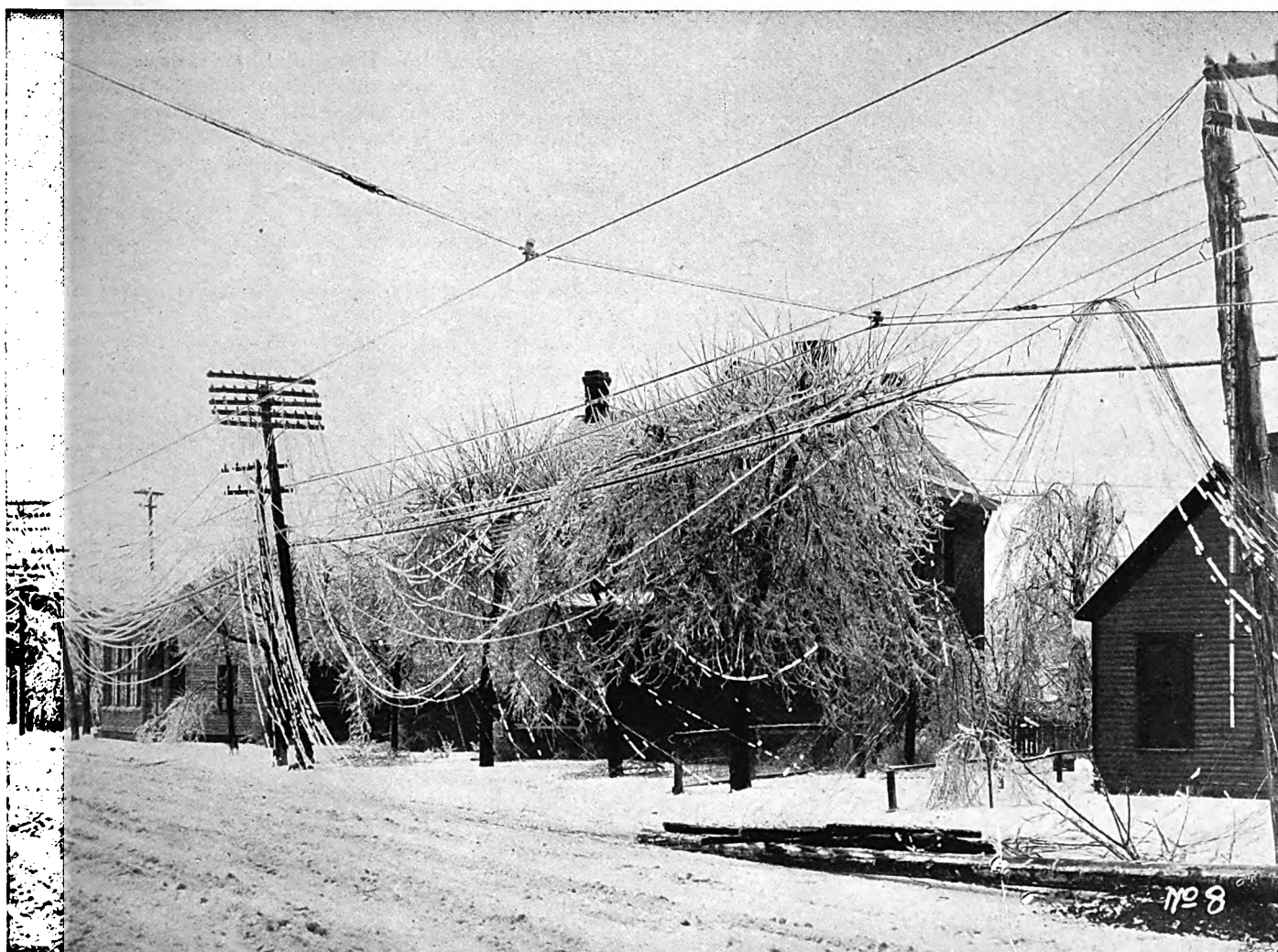
"Just see what that newspaper says about our men in the storm region. See what an awful storm they had! I never saw such line trouble."

"And what does Tommy say?" asked Mother. "Is he all right?"

"Oh, yes, he says he is. I guess he's worked night and day since he left, but he says the men are just splendid and they are clearing up the trouble fast now. He says in one place the women gave them hot coffee and it was just what they needed to keep up their spirits. Everywhere people seem to appreciate what is being done to get service again."

"I guess it is going to cost the company a pretty penny," said John. "One paper said on just one short line it is costing, for wages and materials, \$500 a day, and think what that means over the territory covered by the storm!"

"It's lucky," said Mary, "that our company has a fund for this purpose. It certainly tries to take care of its subscribers."



ON THE REPAIR FORCE WAS TED WILSON WHO WAS TO GET HIS FIRST TASTE OF WORKING ON "A REAL MAN'S JOB"

"It's funny how I used to think that they took our money so they could 'cut a melon' once in a while," laughed John.

"We don't raise melons in our company," returned Mary. "No speculation in our business!"

"It's a good company all right," agreed John. "I'm going to take all the stock I can get."

"Be sure to buy it through me," said Mary. "I want to get the credit for my department."

"Mother is going to buy some," said Katie. "I'm so glad she sold the farm. It's lots nicer to have interest every three months than to worry as she did."

The bell rang and Mary opened the door to find Mr. and Mrs. Wilson who said they dropped in to see if they had heard from Tom. After Katie had told about the letter and had shown them the pictures, Mrs. Wilson said:

"I think Mr. Wilson wanted an excuse to come to talk over the house plan he has. You see, if he gets started in anything it seems as if he must finish."

"Well, that's a good fault anyway! You see, Mrs. Miller, I've been looking into this duplex idea and I believe you can have a nice place here for two families. Even if Katie and Tom didn't use it, you could rent this upper floor and get the money back in a short time. And, meanwhile, you and Mary could have a much nicer place on the first floor. Just look at this place. You see it could be on these foundations and there wouldn't be much expense to make the necessary changes on the lower floor. You could have that little hall taken out and that would make a larger living room and you could have a fireplace where this chimney goes up."

"We used to have a stove at first and the pipe hole was closed up when we got a furnace."

"I believe that furnace will be equal to the job of heating both floors. The man I sent over thinks so and he is sure that the place is so well built that it can carry another story. Of course, you have a story and a half now, so it won't be difficult to lift the roof."

As they looked at the plan the telephone bell rang and John, who answered, called Mr. Wilson.

"It's Ted," he said, and both Mr. and Mrs. Wilson hurried to the telephone. The one-sided conversation seemed so happy that everyone knew that all was well and then they heard Mr. Wilson say:

"Well, hello Tom, we are building you a house this evening; got it about finished. Come here, Katie! Tom won't believe me."

"Come, Mrs. Miller," said Katie, as she hurried to the telephone, "I know he will have to speak with you, too."

It was only a word or two over the line but what a change it made in the little group! No letter could bring the satisfaction that the familiar voices gave and it was so good to know that at that very moment all was well with the absent boys.

"Ted says he has had the time of his life," said Mr. Wilson. "He is sure that the telephone men are the best scouts in the world."

"And he told me Tom was a great general. He kept things moving but he saved his men all through, so they were coming home in good condition," added Mrs. Wilson.

"And what did Tom tell you, Katie?" asked John. "Seems to me you look quite happy about something."

Everyone laughed as they looked at Katie's flaming cheeks as she stammered,

"Oh, he said good night and—well, he said he guessed he'd like the house plan!"

"Is he still going to move in within the year?" laughed John. "You know, Mr. Wilson, he made a rash statement last fall."

"Well, if Tom said he would I'd bet on his doing it. There's some go in that boy! If Katie agrees I think I will try to help

him stick to his plan! How about it, Katie?"

"It will be just as Tom says," answered Katie.

"Listen to that, Mrs. Wilson! Katie is going to make a real nice old fashioned wife. A man is lucky to get a girl like that, nowadays."

"Sometimes," affirmed John, "a wife might know more than her husband. Would you always have the man decide?"

"My experience is that my wife does just what I want her to—after she has made me want to do just what she wants me to."

Everyone laughed and Mary said:

"I don't believe men want wives who haven't any brains or wills of their own. Why a girl has to give up her intelligence when she marries a man, I don't know."

"A good many of them show a lack of intelligence when they get engaged, I notice," laughed John.

"Well," said Mother, "I've always told you children that marriage is a partnership. I love to think of a young man choosing a girl who will be able to plan with him and if they have to worry a little on how to live on their income and save a little, it will do them good and they'll be a lot happier then if they had all they wanted to begin with."

"Yes, you're right, Mrs. Miller. Of course, my wife and I are happy now, but we'll never forget those early days when we were skimping and saving. It's quite an exciting game to try to make a home on small wages but we two, working together, had a wonderful time, didn't we, dear?"

Mrs. Wilson smiled at her husband and said:

"Such a good time that I'm almost envious of Tom and Katie as they begin together."

When the Wilsons left it was decided to have a conference the next Sunday and Mrs. Miller asked them to dinner.

"It will be nice," she said, "to have it Sunday for then Betsy can come, and Tom and Ted can tell us all about the big storm."

Katie lingered in the kitchen while Mother put up some cookies for her to carry home and they talked over Mr. Wilson's plan and Mother said:

"Now, Katie, we must get to sewing. We want to be ready. Tell your mother to come over to-morrow and we'll plan our part of the work."

And in the next room John and Mary were planning, too. But Mary said:

"You must remember that Tom is two years older than I am and he wants to get married. I'm not ready yet. I just hate to think of leaving my girls and the company."

"I know," assented John, "that I can't hurry you and I haven't much to offer in place of your work. I suppose just being at home would seem dull. Anyway I'm willing to wait a while but I am awfully envious of Tom and Katie."

"You needn't be, Johnny, dear. I like you a lot, but it would be mean to leave Mother at the same time her darling Tommy does."

"Oh, you'll find a lot of good excuses, but sometime, Mary, I'll just pick you up and carry you off and the papers will say—'Mysterious disappearance of Hello Girl. Last seen with a tall, dark man. Kidnapping feared.'"

Mary laughed and said:

"It will be easy to get in the paper. They just love to get something about a telephone girl."

"I suppose that's because she is so important," said John, "but none of them know how important and exasperating some of them are."

And Mother and Katie stepped back into the kitchen that they might not interfere with a very pretty picture as John emphasized his remarks in the good old-fashioned way.

And then Katie called out before entering the room:

"Oh, John didn't you know they are going to have a time limit in the movies?"



"EXCUSE IT, PLEASE!"



Dusting Off the Old Ones

When is money damp?

When it's dew in the morning and mist at night.—*Emmy Enn.*

No Dials Need Apply

A "gentleman of color" applied for telephone service the other day at the Minneapolis local office. While he was being questioned by the employee as to his name, address, class of service, and so forth, he interrupted and said:

"One thing, boss, I want understood. Don't you give me one of them telephones with wheels on them."—*Northwestern Bell.*

Calling Her by Name

Wadena, Minn., toll operator answering flashing signal: "Long Distance."

Subscriber: "I don't want 'Long Distance,' I want 'Number, please.'"—*Northwestern Bell.*

A Dumb Substitute

Student (all excited): "On your call to Sandy Bank, Mrs. Monroe's telephone has not yet answered, will you talk to anyone else?"

No Treatment Necessary

Ed Troeger, district commercial correspondent at Storm Lake, Ia., is responsible for this one:

"The business office at Cherokee is located on the second floor at the rear of a hall. There is a chiropractor's office at the head of the stairway, the outer door of the office bearing a name plate. The doctor was in his private office and his wife who acted as office girl, was in the front room, when two men came in and asked if the doctor was in. She advised them he was, and showed them into his private office. The doctor asked one of them if he wanted something, whereupon he replied that it was the other man who wanted to see him. The doctor told him to take off his coat and this he did. He was then requested to remove his shirt, which he started to do, whereupon the doctor asked him what seemed to be the matter with him. He said there was nothing the matter with him; he wanted to talk over the long distance telephone." — *Northwestern Bell.*



BUSINESS MEN'S LUNCH

"MILLIONS ON THE TABLECLOTH—AND FIFTEEN CENTS FOR ME."

On the Road to the Poorhouse

There are a lot of families in America so poor that they have only one automobile to their name.—*American Lumberman.*

Not His Fault

"What does this mean, sir?" said the boss to his clerk, coming in thirty minutes late.

"It was on account of the awful fog," explained the culprit.

"Fog! Fog!" said the boss, testily. "What has the fog to do with it? You do not live across the bay."

"No, sir, I know I don't, but you do, and I thought you'd be late."—*Forbes Magazine, (N. Y.).*

A Coolidge Story

The first salary check of Calvin Coolidge as President of the United States had just been brought to him. It was a great check—\$6,250 for a single month. It had taken his father years to earn so large a sum. It was more than six times as much as he himself had received as vice-president. Compared with what he had earned in his earlier career, it seemed little less than a fortune.

Mr. Coolidge looked at the check for a considerable period, but, as is his custom, he said nothing. He continued to be silent until the messenger had passed out and was about to close the door. It was then that the President's emotions overpowered him. He could not remain silent. With warmth and loquacity quite unaffected, he uttered these words: "Come again."—*Forbes Magazine, (N. Y.).*

A Puzzle for "Information"

Subscriber: "Could you tell me Mr. Smith's married daughter's telephone number?"

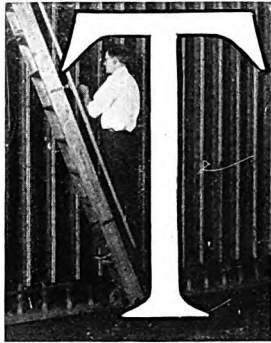
Operator: "What is her husband's name?"

Subscriber: "I don't know her husband's name, but the Smiths were in the hardware business years ago."

Product of Evolution

An expedition to British Honduras has brought back a pair of strange animals that crawl along the ground like alligators, have the armor of turtles and can spring six feet. It sounds as though the perfect pedestrian had been discovered at last.—*London Humorist.*

THE FRAMEMAN



THE frameman, knight of the jumper, his lance a soldering iron, his battle axe a pair of long-nosed pliers, his trusty steed the ladder in front of the frames, his job a ladder by which he may win his spurs and mount higher in plant service. The frameman is the intermediary between the cableman or lineman and the operator, between the subscriber's line and the switchboard, for it is he who makes the connection between the subscriber's line, whether it enters the office underground or overhead, and the frames and thence to the "A" and "B" boards.

In common with other telephone folks he feels the effect of the spring and fall moving rushes when he is called upon to "move" the subscriber from one connection on the frame to another. He meets his greatest emergency, and meets it well, at the time of cable failure when he constitutes a part of the shock troops which are called into action to tide over this difficult time. Then the affected lines must temporarily be routed over spare pairs in other cables and it is on the frames that this work is done.



WALTER S. GIFFORD

President
AMERICAN TELEPHONE AND TELEGRAPH COMPANY

BELL TELEPHONE NEWS

Volume 14

CHICAGO, ILL., MARCH, 1925

Number 8

THE NEW EXECUTIVE HEAD OF THE BELL SYSTEM

*A Study of Walter S. Gifford, President of the
A. T. & T. Company—A Message from Mr. Thayer*

Saturday, July 27—Spirit of officers at Chaumont is irresistible. UNCONSCIOUSLY ONE TRIES TO DISCOVER HOW THE IMPOSSIBLE CAN BE DONE, INSTEAD OF HOW THE POSSIBLE CANNOT BE DONE.

JUST a couple of sentences, these, written by the new president of the American Telephone and Telegraph Company, almost seven years ago, after a conference with General Pershing at general headquarters in France; the first recording the writer's impressions of a place where history was being made; the second, one may well believe, affording a revelation of the man himself.

Mr. Gifford had gone to France to assist in organizing the Inter-allied Munitions Council. He was charged with the task of helping to win the war and, incidentally, of quietly collecting facts that would afford a stable economic foundation for peace, which was even then in sight.

This conference was but one of many which Mr. Gifford held with army officials, admirals, ambassadors, commissioners and others who, during those stirring war days, sat in places of power; conferences lasting, often enough, far into the night and held, some of them, while the Big Berthas were dropping death on Paris and shells were bursting within a block of the window before which the conferees sat.

These were, in short, days teeming with big events, days packed with tasks which would have baffled and perplexed many another man—any man except one who found himself unconsciously "trying to discover how the impossible could be done."

The words, as has been said, are a revelation of Walter S. Gifford, the man. For, after all, the things which he has accomplished, remarkable though many of them have been, are not so interesting—nor so important—as the mental attitude which has enabled him to accomplish them.

And unconsciously trying to find how the seemingly impossible could be done was, for Mr. Gifford, no new experience, born of the stress and strain of our conditions. It had been his mental habit for years.

Which does not at all mean that as a boy the present head of the Bell System was a Jack-the-Giant-Killer, forever seeking im-

possibilities to meet and overcome, or that as a man he has been a Don Quixote, spending his time in windmill tilts with things that cannot be done. It simply means that, as boy and man, he has been a natural, normal individual on the alert to find the natural and normal—and therefore the easiest and best—way of doing difficult things.

To his naturalness and normality as a boy one of his cousins recently bore testimony. A newspaper interviewer had called upon this lady, doubtless in search of reminiscence which would afford "high spots" in Mr. Gifford's life in Salem, Mass., as a youngster—one of nine children and one of many more, including chums and relatives, who constantly crowded the Gifford home.

"We were a lively crowd," this relative recalled, "and Walter was just as full of fun as any of us. My memory of those days is mainly of the good times we had. Walter didn't particularly stick out in the crowd. He was a good, wholesome, likable chap—and is just that today."

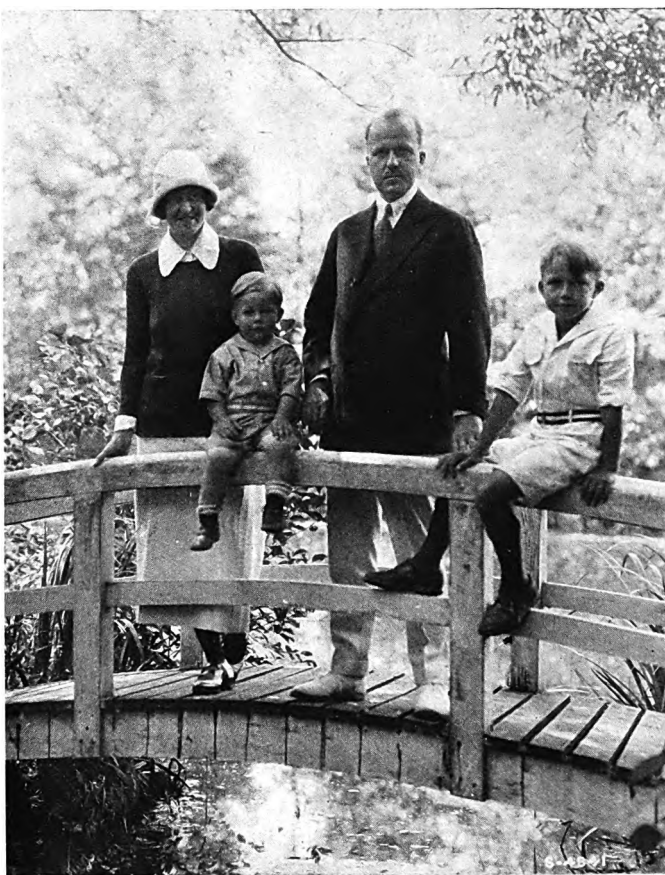
In his grammar school days Mr. Gifford found it difficult to memorize. Historical dates and isolated facts and figures simply would not stick to the Gifford mind.

Unconsciously he formed the habit of studying facts and figures in their relation to other facts and figures; understanding them; giving them a place in his scheme of things; sorting the important facts from the unimportant ones—and making these important, result-producing facts work for him. And when he had done this he found that these important, usable facts all fell into their proper places in his mind—and stayed there.

This unconscious mental habit of eliminating the unimportant and retaining the important is the explanation of his being able to complete the four-year course at Harvard in three years, at the age of nineteen.

Offered a position in a Boston bank, with the directors of which his father was in a position to "speak a good word" for his son, the college graduate promptly turned it down and began his adventure of seeing what could be done toward getting along in the world on his own merits.

The adventure is still in program. From the day he took



AN INFORMAL PICTURE OF MR. AND MRS. GIFFORD AND THEIR CHILDREN.

a job with the Western Electric Company at Chicago to the present, Mr. Gifford has "gone on his own."

Looking back over the years, the promotions which have come to Mr. Gifford seem almost to have tripped over each other's heels. But as a matter of fact, he has remained long enough in each of the positions he has held in the Western Electric Company and the American Telephone and Telegraph Company to have encountered a lot of problems that have been desperately difficult to solve—or would have been to one approaching them with a different mental attitude.

Some of these tasks which Mr. Gifford has undertaken are worthy of particular mention, not merely because they are milestones in his career, but because they illustrate with especial emphasis his habits of mind.

In less than thirty-five eventful years the telephone system had expanded from two instruments in 1876 to something like five million in 1910, and in the process had outgrown many things with which it had begun business—its accounting system among them. Mr. Gifford was assigned to the task of assisting in revamping this accounting system to fit existing conditions.

Following his old plan of attack, Mr. Gifford began collecting facts, classifying them, weighing them as to importance, rejecting the non-essentials and clinging to these facts which he believed could be made productive—could be put to work for the Bell System.

He found that the supply of these productive, worthwhile facts was altogether inadequate; that, altogether too often, men were going about their work on the basis of an estimate which was only a guess, instead of on the basis of knowledge. He suggested the organization of a fact-finding branch of the business and the American Telephone and Telegraph Company's Statistical Department came into being.

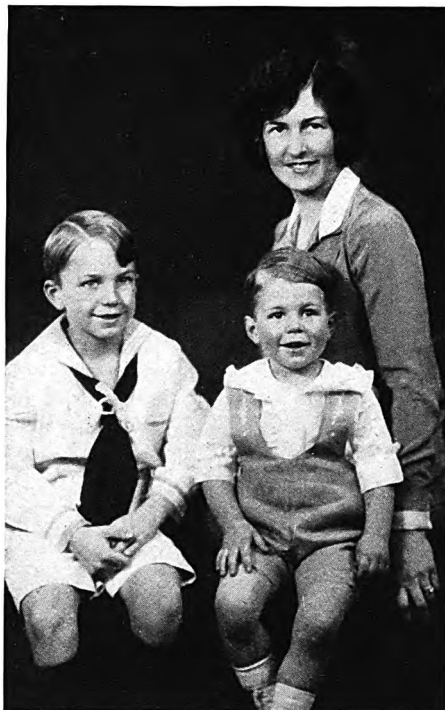
It was a foregone conclusion that Mr. Gifford should be placed at the head of the newly created department—and a foregone conclusion that he should not remain there long after the United States entered the World War and the necessities of high-speed preparation for an active part in it demanded high-speed men at Washington.

The Bell System gave Mr. Gifford a leave of absence—"lent" him to the government for war service, first as a member of the Naval Consulting Board and later as director of the Council of National Defense.

Materials and machinery, as well as men, had to be mobilized in order that the United States might contribute its part toward the winning of the war. The industries of the nation had to be inventoried. Mr. Gifford and the organization he headed inventoried them—winnowed out the facts with regard to America's industrial preparedness and made them available so that, if needed, they might become factors in victory.

A multitude of instrumentalities were involved in the success of America's war preparation—commissions, committees, bureaus and other official and unofficial bodies almost without number, whose efforts had to be coördinated. Men with a common purpose, but with varying points of view, had to be shown how to coöperate.

As director of the Council of National Defense, Mr. Gifford was faced with the responsibility of fitting together these varied factors in the winning of the war, as one might match up the pieces of some huge picture puzzle; of transforming them into



MRS. WALTER S. GIFFORD, WITH SHERMAN AND RICHARD GIFFORD

a unified, coördinated, coöperating whole. He undertook the task—perhaps one of the most difficult administrative assignments of the entire war—and did it.

And so we find him, as this article begins, in France still putting facts at work—but this time not for himself, nor for his company, nor for the telephone system, nor even for his country, but for all the Allied armies. His work overseas completed, he returned to Washington to gather up the odds and ends of unfinished duties connected with the Council of National Defense.

As the war was ending, Mr. Gifford became convinced that he could serve his country better by returning to his work with its nation-wide communication organization, and resigned his government position. Quietly he resumed his duties as a member of the big Bell family, though now in the responsible position of comptroller of the American Telephone and Telegraph Company.

As a boy, Mr. Gifford would have liked to become a star at football, baseball and other athletic games, but nature had not endowed him with a frame to fit him for leadership along these lines. And so he wisely decided to eliminate the achievement

of athletic stardom from among the things he purposed to accomplish. The result has been that to-day he does a good many things in the realm of sport, but does not shine outstandingly in any one of them.

Early in life Mr. Gifford cultivated a love for reading and still reads omnivorously—but discriminately. His old habit of separating the essential from the non-essential stands him in good stead when it comes to following this favorite recreation. For he can and does read many works which the average reader would find "heavy," and gets intense enjoyment out of the process, simply by stripping his reading material of that which merely adds weight without adding substance. He reads essays, poetry, fiction—"light" fiction and all—and applies the same rule. If, amid a mass of reading matter that is merely entertaining, he finds something worthy of being remembered, it adds to his understanding; it becomes a part of his knowledge—in effect, there stick to his memory significant facts that can be made productive, and be put at work.

To this habit of discriminating reading may be traced, in part at least, a poise and dignity rather unusual in one of Mr. Gifford's age. He has a fund of information on a wide range of subjects. And he knows how to apply it.

But if his mental habits have helped him to accomplish the things he has accomplished, it is not less true that the things he has done have helped to make him what he is. He has undertaken—and undertaken successfully—many different kinds of tasks. And as a result, he is far from being a man who is conspicuous for one, outstanding trait of character. He has dignity and poise and the ability to command, but he has also the ability to unbend when the occasion warrants unbending. He is fond of painting, sculpture and music—the things which add beauty and meaning to life. He knows how to bury his mental self deep in some intricate problem, but he never allows his courtesy and kindness to be buried with it. He is human and sympathetic, and can be efficient without being exacting.

He has learned, too, that even important things became relatively unimportant when removed from the proper time and place for their consideration. He never "takes his troubles home."

(Continued on page 7)

E. K. HALL VISITS WITH ILLINOIS BELL FOLKS

*Big Audiences of Employees In Chicago and Peoria
Hear A. T. & T. Vice President in Stirring Talks*

BRINGING a message of vital importance and vast interest to every man and woman in the Illinois Bell Telephone organization, E. K. Hall, vice president of the American Telephone and Telegraph Company, addressed two big meetings in Chicago on the evenings of February 9 and 10, and spent the remainder of the week in Chicago and Peoria, where he addressed five smaller meetings.

Mr. Hall's visit was at the invitation of the Illinois Bell organization, extended to him by President W. R. Abbott. The large gatherings to which all employees were invited were held in Medinah Temple, corner Cass and Ohio Streets, which is one of the largest auditoriums in Chicago, seating 4,400 people. The use of the Bell Public Address System made it possible for every one in the audience, both nights, to hear Mr. Hall's speech and the other part of the program perfectly.

At the Medinah Temple meetings Mr. Hall delivered an address containing a message of importance to the forces in general. His talks to the smaller groups were directed more specifically to the problems of management as met by the supervisory forces in the operation of the business, and the audiences were composed of employees holding supervisory positions.

Mr. Hall has made a thorough study of matters relating to relationships of management and personnel to the company and the public. He enjoys a wide reputation as an expert in this field and his opinions are looked up to with great respect, not only among telephone folk, but by men and women in executive positions in other industries. In introducing him to the audiences at Medinah Temple, President Abbott said:

"The speaker of the evening, our honored guest, is, by the way, a native of Illinois, having been born in Granville, near La Salle, and is known to many of you, and when the evening is over,



E. K. HALL

he will be known to all.

"That you may appreciate some of the terms which I feel sure he will use in his address regarding the great advantages of team play in carrying out the many details of our business in the fine Bell spirit of service which has always prevailed among the men and women of this company and which I believe is continually making for better public relations, I am going to point out some of the milestones in our speaker's career:

"While a student in that good old New England institution, Dartmouth College, founded in 1769, our guest was an outstanding figure in athletics, securing through his ability and prowess three letters, meaning that he was one of the outstanding members of the football, baseball and track teams. This experience proved to him the value of team play, particularly as applied to business matters.

"Graduating from Dartmouth, he accepted the responsible position of director of athletics at the University of Illinois at Urbana and successfully developed many teams in that university, where he was familiarly known by all as 'Boss' Hall.

"He has never lost his interest in college sports or the men who make for their success. He has been for many years a member of the Inter-collegiate Football Rules Committee and is now its chairman.

"He left Urbana to enter Harvard Law School, from which he was graduated, and later became associated with the Legal Department of the New England Telephone and Telegraph Company; was a director and vice president of the Boston Chamber of Commerce; a 'dollar a year' man in Washington during the

war, where he directed the business arrangements between the War Department and the colleges in the work of the Student Army Training Corps.

"In 1919, Mr. Thayer prevailed upon him to accept service in the American Telephone and Telegraph Company to study the



W. R. ABBOTT



F. O. HALE



B. S. GARVEY

problems of public relations and personnel, in which work he has been eminently successful in suggesting and working out plans for the application of team play throughout the personnel of the entire Bell System.

"He loves work and he loves play and has spent many days and nights in the woods, where he is expert with the rifle and a devotee of Izaak Walton, and with all these he is a friendly man."

There were so many fine things in Mr. Hall's talk that it is difficult to summarize them or to pick out any outstanding thought. He dwelt on the fact that the telephone organization has the destiny of our business entirely in its hands. The character of our company is the character of the individuals who work to give the service for which the public pays us. We must carry this attitude to the public if we are to expect the public to accept our testimony as to our problems. We must convince them that we are giving the best telephone service that it is possible to give at a rate which it is proper to charge for that service. It is not enough to give good service at the proper rate; we must make the people see that the service is what it should be and that the rate is fair. At the present time the men and women forming the telephone organization are a splendid body, most carefully selected. One of the great problems of the future in the telephone business is to maintain its organization at its present standard of excellence. If this can be done, Mr. Hall believes that the other problems which confront us now, and which will continue to confront us in the future, will all be met. In order to insure that the quality of our forces will not deteriorate, we must make service with the telephone organization attractive, and to do this we must pay fair compensation for service. To do this we must have adequate revenues.

Mr. Hall dwelt at length on the problems of the Bell System as a whole in financing the tremendous amount of new construction work demanded by the growth of the business from year to year. For instance, for the year 1925, estimated expenditures of new money will not be less than \$150,000,000, or about \$500,000 for every working day in the year. This means that those who have money to invest must be persuaded to invest that amount in our business. To do this we must be in a position to pay good wages for capital, or a good return on the investment. Mr. Hall used many apt illustrations to bring out his points. He showed that a man may be of the very best character, but if he hides himself away, his neighbors not only will not know that he has a good character, but will suspect him of being the opposite.

An interesting feature of the Medinah Temple meetings was the demonstration of the Public Address System, or loud speaker as it is commonly called. This was conducted by Vice President and General Manager F. O. Hale, and was the opening feature of the program. Opening the demonstration, Mr. Hale said:

"I presume that most of you are aware of the fact that my voice is being carried to you in all parts of the temple through the agency of the Public Address System. This is one of the more recent of the many marvelous achievements of the Bell System



PAUL BAUER



MISS ALICE MILLOSTAN



W. M. CROWLEY

engineers. By its means a speaker can address a single group of 100,000 persons and be readily heard by everyone. By the aid of its transmitter or microphone and that of the toll wires of the Bell System, connected by properly selected radio stations throughout the country,

it is possible to so arrange matters that a single speaker can be heard by practically everyone throughout the length and breadth of the land who has a reasonably efficient radio receiving set.

"We are so accustomed to the present day marvels of science that it is difficult to appreciate their power and efficiency. This is particularly true in connection with the Public Address System. In order that you may get a better picture of the efficiency of this apparatus, we have arranged to devote a few minutes to a demonstration of it.

"While this demonstration of one of the recent developments is taking place, I want to ask you to give some thought to the tremendous developments of the telephone business during a period of less than fifty years, a period easily within the memory of many who are living to-day and undoubtedly within the memory of some who are present here to-night.

"The telephone was invented only forty-nine years ago and while it was a marvelous scientific achievement at that time, it was but a crude device, which under favorable circumstances would transmit the human voice a limited distance. To-day it is one of the necessities of modern life. It has been developed to such an extent that this assemblage here to-night, large as it is, is less than one-quarter of the number of people necessary to furnish telephone service to the city of Chicago alone. I think none of you can contemplate this picture without a just feeling of pride in your part in the Bell System which has brought about this development.

"I will now ask Mr. Crowley and Mr. Bauer to demonstrate the power of the Public Address System to amplify and carry sound."

The demonstration was conducted by William M. Crowley and Paul Bauer, and consisted of selections played on the phonograph, during which the loud speaking device was alternately on and off, the sounding of an alarm clock and the sound of cracking peanut shells introduced with and without the loud speaker. The results were amusing as well as effective in demonstrating the power of the loud speaker.

One feature of this program was a recitation by Miss Alice Millostan, introduced as one of our youngest and smallest employees. Miss Millostan proved to be a very capable demonstrator. She recited the well known poem, "Ma and the Auto."

In his address to the supervisory forces, Mr. Hall dwelt at length on the relationship which should properly exist between the supervisory employees and the other employees. This relationship should be one of helpful, friendly coöperation rather than exercise of supervision by mere authority. He showed that this policy will insure better and more permanent results as well as promote better feeling. He also presented a new picture of the ownership and management of the Bell System. He showed that it was impossible for the actual owners of the business, more

than 350,000 stockholders, to exercise any detailed supervision. He showed that even the directors of the American Telephone and Telegraph Company could not in the nature of things pass on any but the general questions arising in the business. The detailed operation of our business is wholly in the hands of employees. These meetings in Chicago were conducted in the Bell Forum, and were divided so that the members of the supervisory forces might attend in sections. On February 13, Mr. Hall, accompanied by W. R. Abbott, F. O. Hale, B. S. Garvey, F. Redmund, S. J. Larned, A. R. Bone, U. F. Cleveland, N. R. Harrison, E. R. Cogswell, J. D. Pollock and H. W. Bang went to Peoria and there addressed the supervisory forces of the Illinois Division who came in for the meeting.

The result of these meetings undoubtedly will be the strengthening of the enthusiasm of our folks in their work and a better appreciation of the aims and ideals of the Bell service.

C. L. Hill and C. G. Schneider Go to South America

C. L. HILL, assistant superintendent of construction for the Illinois Bell Telephone Company, left the Bell service March 1 and became assistant general manager of the Brazilian Telephone Company of South America.

Mr. Hill has been in the Construction Department in Chicago continuously since 1911, except during the World War, when he was an ensign in the United States Navy. He started in a minor position, becoming assistant construction superintendent after the war. Before coming with the telephone company he was graduated from the University of Wisconsin.

Before leaving for South America Mr. Hill will have some business in this country. He will sail from New York May 9. Rio de Janeiro, the city in which he will have his headquarters, has more than a million inhabitants. Telephone traffic in Brazil has been the reverse of that in the United States in that long distance service has always been a much more important factor. About 200 cities are now connected by telephone.

C. M. Mauseau, general manager of the Brazilian Telephone Company, has been with that organization sixteen years. Previous to that he was with the Bell System.

Carl G. Schneider, Central District plant engineer for the Illinois Bell in Chicago, will leave soon and will sail May 9 with Mr. Hill. He will become general plant superintendent of the Brazil company. Mr. Schneider has been in the Plant Engineering Department in Chicago since 1912. In the eight years previous to that he had a varied experience in Bell and other companies.

If, when and as long distance service is established between North and South America, friends may reach Mr. Hill and Mr. Schneider by calling "The Brazilian Telephone Company, Rua Marechal Floriano Peixoto 168, Rio de Janeiro, Brazil, S. A."



C. LAWRENCE HILL



C. G. SCHNEIDER

Quincy Manager Presented Nine-Star Service Emblem

IN tribute to a striking example of the devotion to duty described by E. K. Hall in his talks to Illinois Bell employees, President W. R. Abbott presented a nine-star service emblem to J. E. Halligan, commercial manager at Quincy. The presentation was made at Peoria on February 13, at the close of the meeting of supervisory employees addressed by Mr. Hall. The badge with nine stars symbolizes a forty-five-year period of service with the Bell System.

President Abbott in a few remarks expressed his sincere appreciation and complimented, in the name of the Illinois Bell Telephone Company, Mr. Halligan on his splendid record.

"Jim" Halligan is a telephone pioneer in every sense of the word, receiving his early training when the telephone industry was ushered into Illinois in 1879. He served as night operator, collector, inspector, installer and commercial manager during his career.

For the past twenty-five years Mr. Halligan has been commercial manager at Quincy. Besides being in charge of one of the important commercial

offices in the state, Mr. Halligan has been very active in the betterment of civic conditions in Quincy. "Jim" Halligan knows and boosts Quincy and Quincy knows and boosts the commercial manager of the Illinois Bell—their esteem is mutual.

Mr. Halligan has many friends among the men identified with the telephone industry, all of whom have joined in the sentiments expressed by President Abbott, "Jim, it's a splendid record—we're proud of you."

Machine Switchers Win Basketball Championship

BY defeating the Suburban Plant Department Team by a score of 32 to 8 at the Marshall High School, Monday, February 19, the Machine Switching Basketball Team won the Inter-departmental Basketball League Championship. The Machine Switchers was the only undefeated team in the league, having won nine straight games. Calumet was the nearest rival for the honors, having lost two games to the Machine Switchers.

The basket shooting of Captain Johnson, Anderson and Seif, backed by the brilliant guarding of Jay and Rosenfield made the Machine Switchers an unbeatable team. The utility men, Marshall, Blatchley and Ryan, also distinguished themselves, and helped the team capture the championship.

Gleason of the Commercial managed the league, and Swanson of the Engineering acted as referee. These two men did much to help make the basketball league a success, and a source of good fellowship and good sportsmanship.

There were six teams in the league, as follows:

Hammond, later replaced by Bell Post American Legion; Calumet; Commercial; Engineering, later replaced by Suburban Plant; Long Lines and Machine Switching.

The lineup of the championship team is as follows: Johnson, R. F., captain; Anderson, L. G.; Seif, C.; Rosenfield, R. G.; Jay, L. G.; Marshall, Blatchley and Ryan, utility men.

Interest in the league was maintained throughout the season and the teams received loyal support from the "phans."

TRANSCONTINENTAL TRANSMISSION OF PICTURES

IN the very near future—probably within a few weeks—there will become available for public use the world's first service in the electrical transmission of pictures. Thus another age-old dream is realized. Certainly for generations, almost for centuries, men have dreamed of this particular conquest of space and time, and many are the schemes which have been proposed since the invention of the telegraph, nearly 100 years ago, for the quick transmission of pictures. Some of these, considered purely from the physical standpoint, have worked, although the reproduced pictures have always been inferior, usually much inferior, to the originals. Considered from the practical standpoint of speed and economy as well as excellence of reproduction the system devised by Bell telephone engineers is the first to be crowned with success. The service which is now announced involves two-way transmission from coast to coast and joins up the three important cities of New York, Chicago and San Francisco; it makes possible the sending of pictures from any one of these three cities to either or both of the others.

On May 19, 1924, a preliminary public demonstration was made of the system of transmitting pictures which is now being made available for the use of the public. More than a year before this public demonstration the same system had been put through its paces at a Yama Farms' conference of the Bell System presidents with results which were extremely satisfactory.



PHOTOGRAPH OF FERRY TERMINAL BUILDING, SAN FRANCISCO, AS TRANSMITTED FROM PACIFIC COAST TO NEW YORK BY ONE OF THE BELL SYSTEM METHODS OF SENDING PICTURES OVER A TELEPHONE WIRE.

The demonstration of May, last year, aroused great interest on the part of the public generally and of newspapers throughout the world. The extent of this interest is well portrayed in an article in the *Bell Telephone Quarterly* for July, 1924. In view of this widespread interest and the very obvious desire on the part of the press for practical picture transmission service, our engineers subsequently made the offering of such a service one of the special orders of the day.

Immediately following the conclusion of the Democratic National Convention,

during which pictures were transmitted from New York to Chicago, the sending apparatus was transferred to San Francisco and the receiving apparatus to New York. The greater the distance over which pictures can be transmitted by wire, the greater is the saving in time as compared with other means of rapid transmission, such as by airplane, and it is therefore natural to make the first service offered include not only important cities but cities very far apart—hence the choice of New York, Chicago and San Francisco.

Following this installation has come an intensive period of testing to study the behavior of the long distance circuits as influencing the transmission of pictures. It will be recalled that the first announcement of the system mentioned as a requirement, a telephone circuit free from noise and of relatively steady transmission efficiency. Obviously, the longer the circuit the more difficult it becomes to satisfy these two requirements, but the very first pictures received over the transcontinental line showed by their high quality that the difficulties involved in coast-to-coast transmission are by no means unsolvable. One of the first pictures to be received over the transcontinental circuit is shown in the accompanying reproduction of the San Francisco Ferry House. Repeated trials have shown, however, that the most satisfactory results require a special lining up of the circuit which includes, among other things, the substitution of special repeaters to raise the average level of transmission by about ten transmission units.

The accompanying reproduction of a portrait of Faraday brings out a point of special interest, namely its structure, or rather lack of structure, the fine dots which the reader sees being due to the half-tone process used in printing. The Ferry House consists of dense black parallel lines of varying width, while the Faraday picture has been built up of parallel lines of constant



PORTRAIT OF MICHAEL FARADAY AS TRANSMITTED BY ONE OF THE BELL SYSTEM METHODS OF SENDING PICTURES OVER A TELEPHONE CIRCUIT.

width and varying density. By a slight change in the apparatus, the received picture can be given either one type of structure or the other. That consisting of lines of constant width and variable density was the one employed in the demonstration at the Yama Farms' Conference, but for the newspaper demonstration of last year the variable width line structure was chosen because it seemed to possess certain advantages in regard to newspaper reproduction. These advantages, however, did not materialize and the service now offered will transmit pictures of the Faraday type rather than the Ferry House type.

In order to obtain the most favorable conditions for transmission and to interfere as little as possible with normal telephone traffic, the transcontinental tests have been conducted between 5 a. m. and 8 a. m. eastern time. For the service which is now announced it is anticipated that the hours for coast-to-coast transmission will still lie in this early morning period because of the prior demands which telephone traffic has upon the transcontinental circuits, but between New York and Chicago, with the much larger number of circuits available, greater latitude in the scheduling of pictures will probably be possible.

It is perhaps unnecessary to remark that the speed of transmission over the 3,400-mile transcontinental circuit will be the same as that over the shorter circuits, the results of which have already been announced. Telephone currents and likewise the currents used in the transmission of pictures travel from coast to coast in approximately one fiftieth of a second, so that the time required for the reproduction of the picture is that involved in its tracing by the transmitting machine—four to five minutes—and that consumed in the photographic process at each end, approximately one-half hour.

The opening of picture service will, of course, mean that any individual in one of the three cities mentioned can send a photograph for delivery to any person in one of the other cities. This means that an individual in New York, for example, a representative of a newspaper or of a picture service, could file at 8 a. m. a photograph, drawing, handwriting exhibit or other graphical record for transmittal to San Francisco, which should reach there, say, an hour later or 6 a. m., local time, and in ample time for use in the afternoon editions of the newspapers.

It has not been definitely decided as yet what the rates between the various cities will be, but it seems certain that, in spite of the long circuits involved, charges can be so worked out that the service will be attractive to a large group of prospective customers.

The New Executive Head of the Bell System

(Continued from page 2)

During business hours he is one hundred per cent the business man, the executive in action—and when necessary, business hours for him may be extended to "all hours." But when he is at home he is just the average American in his love for home and the things for which it stands. Quite capable of "giving orders" on a vast scale, he is fully as capable of placing himself at the command of his two small boys when the latter, with Mrs. Gifford's help, plan some informal, typically American family outing.

Largely because so many of his achievements may be traced to unconscious mental habits, Mr. Gifford's "philosophy of success" is a simple one.

"Success in our business," he said to an interviewer, some time ago, "is merely a matter of common sense, some imagination and hard work. A man does not need to worry where he is placed. He may achieve rank from the operating departments or from the non-operating branches. When a new official is sought the candidates are not weighed by the extent of their technical knowledge alone, but by the capacity they show for work, their imagination, and their ability to use common sense."

And that, after all, fairly well sums up the man and the things he has accomplished: just an average home-loving, fun-loving, work-loving American—who has somewhat better than the average ability to imagine the "impossible" as a thing that can be done, and who has, accordingly, been able to get somewhat better than average results out of his homely success-formula of "Work, Use Common Sense, and Don't Worry."

The Bell System Carries On [A Word From Chairman H. B. Thayer]

The Bell System has character. In its existence of less than a half century, it has become one of the great organizations of the world, but it is not simply a great machine. It has ideals and a spirit of its own which permeate the thousands of people who have made telephone service their life work.

It has an ambition to perform its functions ever better and better. Always preserving what is good and always reaching out for ways to render its services more acceptably. On account of its size, it must be conservative, but not self-satisfied and on account of its youth it must be progressive.

It must go on always like a great ship towards port, on its plotted course, taking advantage of favorable weather, but prepared for any emergencies.

It has great responsibilities to the public, to its security holders and to the many thousands of telephone workers.

Think these things over and you will see why it seems wise to make a young man president of the American Telephone and Telegraph Company before the older man entirely retires. Mr. Gifford, the new president, is not unknown to you. It is twenty years since he began work with the Bell System and nearly fifteen years since he has been connected with this company, and nearly five years that he has held the office of vice president.

In years he is a young man, but the past twenty years have been years of concentrated experience in telephone work and the years of the war, when he organized and was director of the Council of National Defense, were years of concentrated general experience, so that he comes to this work with more experience than many men have at seventy and with the vigor and courage of youth. There is nothing that I can ask for him in his work better than the same measure of support which all of the people in the Bell System through their different organizations have always given me.

Pioneers Will Go to Washington This Year

THE fourth meeting of the General Assembly and twelfth meeting of the Telephone Pioneers of America will be held at Washington, D. C., on Friday and Saturday, October 16 and 17, 1925, with headquarters at the Mayflower.

An outline of the program for the general assembly meeting and the annual meeting of the association, together with information in connection with hotel and railroad rates, will be furnished as soon as convenient.

New Appointment in Western Electric Company

STUART I. Weill has been appointed assistant to vice president of the Western Electric Company. This appointment follows the recent designation of J. L. Kilpatrick as vice president in charge of the Telephone Department of the company, and it is to this department that Mr. Weill has been assigned.

Chicago Has Big Traffic Job

AN average of 3,400,000 local messages are used over Chicago telephones each day; while 9,600 toll and long distance messages are sent and received each day, connecting Chicago with every section of the United States and Canada and even with Cuba and Catalina Island.

"The second point is the securing of records of the times of totality at different places on several chronographs. This insures that accidental errors of clocks, observers, etc., are reduced to a minimum and become directly comparable. Thus, the differences that were obtained from the different stations of the delay of totality are entirely due to the estimation of the observers, errors to which the astronomer is fully accustomed. If these estimations could be made with the accuracy with which the signals were transmitted the times would be known with all the accuracy that will ever be needed.

"In conclusion I should like to say a word as to the personnel of the company who were in charge of operations. Their ready assistance to the observers made the work of the latter particularly easy and consequently left no doubt in my mind that the results would be satisfactory and that the service would achieve everything that was possible."

Both the telephone and telegraph circuits extended to the Bell Telephone Laboratories in New York where a very accurate electrical clock with a recording mechanism was available by means of which the beginning of totality (the second contact) at each of the five observatories was registered.

Radio and The Eclipse

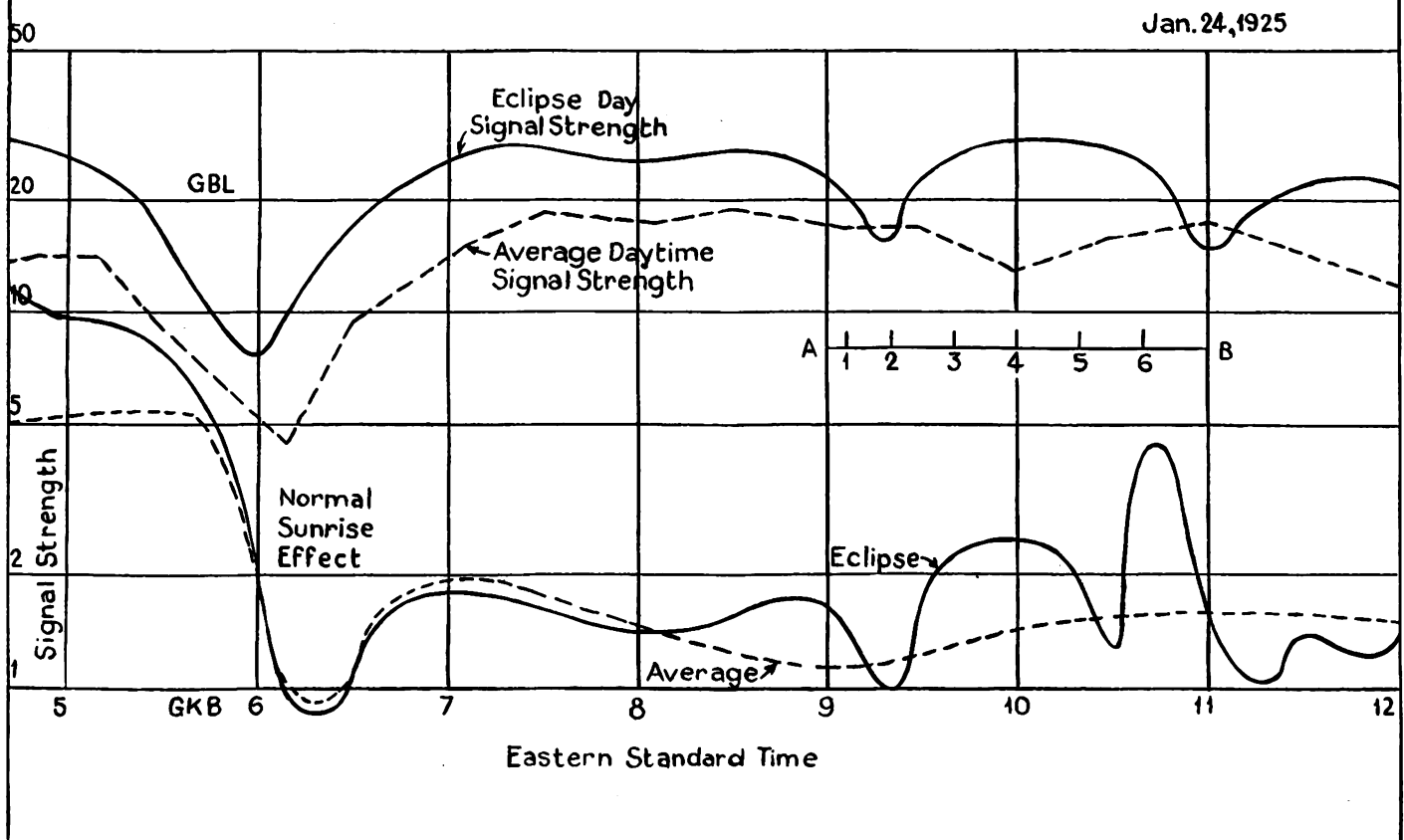
Much has been said and written lately of the possible effects of the eclipse on radio signals and our engineers were prepared

to study the reaction which the moon's shadow might have on ether transmission over two important ranges of wave lengths, those used for broadcasting and those for transatlantic radio.

The most interesting wave length range in point of results obtained is that used in transoceanic communication. These measurements were made upon signals sent out before, during and subsequent to the eclipse from the experimental transatlantic station at Rocky Point, Long Island, by coöperation between the American Telephone and Telegraph Company and the Bell Telephone Laboratories and the Radio Corporation of America, and our engineers, in turn, received signals from the British Post Office stations, G K B and G B L.

Speech across the Atlantic was first accomplished in 1915, but only at times when transmission conditions were particularly favorable. This result prompted the telephone engineers to begin a thorough study of signal strength and noise disturbances, such information being necessary before reliable transatlantic radio telephony could be engineered. During 1922 valuable information regarding diurnal and seasonal variation of signal and noise levels was obtained, with the result that in January, 1923, telephone messages were received at a pre-arranged time in London from New York with uniform intensity for a period of over two hours. Since that time the study of transmission variations has been continuously carried on, so that the upper and lower limits of diurnal and seasonal variations have been determined. Thousands

TRANSATLANTIC RADIO SIGNAL TEST



SHOWING HOW THE STRENGTH OF LONG RADIO WAVES, ON THE DAY OF THE ECLIPSE, CORRESPONDED IN ITS DIPS WITH THE PASSAGE OF THE PATH OF THE ECLIPSE ACROSS THE DIRECT PATH OF THE WAVES BETWEEN ENGLAND AND LONG ISLAND

The path of totality across the Atlantic and the points where it penetrated the direct path of the radio waves are shown on the map on the opposite page.

of readings have been taken at all hours and continued week after week throughout the entire period.

With these data available, then, if on the day of the eclipse, the radio signals should show any particular digressions, these could be assignable with considerable certainty to the eclipse. The accompanying curves show some of the measurements made and a comparison with earlier measurements. They represent the result of special test signals sent from two British stations, GBL and GKB, operating at 24,000 cycles (12,500 meters wave length), and 43,000 cycles (6,980 meters wave length) respectively.

An inspection of the chart and curves indicates several concrete results:

(1) The general level of signal strength from both stations during the day of eclipse was higher than usual. The path of the radio signals was in the region of totality at New York and again at the intersection of these two paths near the British Isles. Furthermore, at all other times there was partial darkness somewhere along the signal path. These conditions, approaching those at night when radio transmission is better, could very well explain the results obtained.

(2) Ordinarily, the signal strength throughout the day shows no sudden variations. On the day of the eclipse, however, there were pronounced sudden dips and peaks. One of the striking maxima occurred in the signals received from GKB almost at the exact time when the shadow-path crossed the direct radio path. A minimum occurred in the signals from both GKB and GBL a little after the shadow-path had passed New York. These latter disturbances are similar to the normal sunrise effect as shown in the accompanying curves.

The interpretation of these maxima and minima is not an easy problem. Refraction of the radio waves as they passed through the region of shadow, interference with two radio beams with possible intensification and diminution of signal strength, and also possible reflections from a shadow wall all arise as factors entering the final explanation.

WEAF, the broadcasting station of the American Telephone and Telegraph Company, also broadcast special eclipse signals consisting of a 250-cycle tone on a carrier wave of 492 meters, these being interrupted every minute by the beat of the time clock in the Bell Telephone Laboratories. Station WEAF was just on the southern boundary of the path of totality. Up in Connecticut and well within the path of totality our engineers established an experimental receiving station equipped with an oscillograph which made a graphical record of the intensity of signals received from WEAF. This record carries the time clock signals of the laboratories so that subsequently it and the laboratories record can be superposed to determine such correspondences as may exist between the two.

Just what the eclipse would do to radio waves was, of course, unknown. The fact that the sun exerts a marked influence on the transmission of these waves, however, is evidenced by the differences between day and night transmission, and, to a smaller degree, between summer and winter transmission. The sun is known to emit forms of radiation other than the light which we detect with our eyes. Principal among these are the invisible ultra-violet waves lying beyond the blue end of the spectrum and certain corpuscular radiations which are perhaps most closely allied to the "cathode rays" and "canal rays" of laboratory vacuum tubes. Doubtless the solar corona, one of the crowning glories of a total eclipse, is intimately related to those corpuscular radiations. It is also believed that the familiar northern lights are one of the results of the mingling of at least one form of these radiations with the upper atmosphere of the earth.

Within the path of totality the moon presumably might as effectively screen the earth from the ultra-violet and corpuscular radiation from the sun as the earth itself does during the period of night. The questions which arise regarding the effect of the moon's screening on radio waves carries certain scientific significance.

Whether definite and decisive answers to these questions could be obtained as a result of the observations on the present eclipse was, of course, unknown. Either answer, however, would be valuable from the scientific point of view. The part of a scientist is to ask questions of Nature and it is often just as valuable to know that the answer to the question is "no" as to know that it is "yes."

The eclipse had no effect on telephone circuits, because each telephone circuit consists of a pair of wires which are well balanced to ground. It was considered very unlikely that it would have any effect on the grounded telegraph circuits. However, not to overlook any effects heretofore unobserved, measurements were made on a number of grounded circuits extending from a point in the center of the eclipse path to several outlying points, each about 200 miles away. Part of these wire circuits extended in a direction at right angles to the shadow path, and part in the direction along the path of the shadow. It is reported that these circuits showed no anomalous behavior.

Big Construction Program for Long Lines

By T. G. Miller, General Manager, Long Lines Department

PLANT additions costing approximately \$17,500,000 were made in 1924 by the Long Lines Department. The construction program for 1925 calls for still larger expenditures and it is expected that the total cost will amount to more than \$19,000,000 divided among various projects about as follows:

Aërial wire work, including new pole lines	\$1,800,000
Toll cable work with associated lines, buildings and equipment	9,500,000
Toll entrance cable work	800,000
Building and equipment work other than that included in the toll cable projects	4,000,000
Line work, not included in the aërial wire and cable projects	3,200,000

Following out the general policy of the Bell System to provide for the requirements of a nation-wide telephone service, our 1925 program includes construction work to be done in forty-one states.

As has been the case during the past few years, toll cable work makes up a large part of the Long Lines program. The plans for this work during 1925 include the completion of cable work now under way between Cleveland and South Bend, Ind., the final section of the New York-Chicago cable; cable work on the New York-Buffalo route from Catskill, N. Y., through Albany and Schenectady, toward Utica; a second cable between Cuyahoga Falls and Newburgh, O., and the Chicago-Terre Haute cable.

As the result of severe storm damage in Illinois during the latter part of December, 1924, toll cable will also be installed from St. Louis to Peoria via Alton and Springfield during 1925. This will be extended at a later date to Chicago.

The aërial wire project includes the extension of the Southern Transcontinental route from El Paso to New Orleans via Dallas and involves the construction of new pole line in a considerable portion of the Dallas-El Paso section.

With a construction program covering additions to plant to cost over \$19,000,000, our job in 1925 will be as large or even larger than any the Long Lines Department has heretofore undertaken.

This Telephone Boasts World Altitude Record

WHAT is said to be the highest telephone system in the world is located at Sorata, Bolivia, in South America. This installation is for the use of a mining company and connects the various parts of the mines and the town of Yani. The total length of line is just over ten miles, and the whole of the installation stands at no less a height than 15,500 feet, or nearly three miles above sea level.

OUR LIBRARY — YOUR LIBRARY!

Do you know: That there are two collections of books; one in the Accounting Department, and the other in the Engineering Department which have been provided by the company for the use of employees;

That these books are available to any employee either for reference or to take home for a limited period;

That plans for the extension of these collections are now being considered, provided there is a real desire and need for a library for employees;

That these collections contain some recent books that will give you the latest information on the particular subjects which they cover;

That the company would like to have suggestions from employees as to particular books which should be in our library.

WE must all admit that the best way to broaden one's education and knowledge of things in general is to endeavor to do some systematic reading in the evening and at other times out of office hours. Perhaps you are now engaged in work which gives you little opportunity to understand the fundamental subjects on which so much of the work of the company is based, or perhaps your work is such that you feel you are "fed up" on technical subjects and that you would like to read something along the lines of general information. The following list is offered merely to give you some indication of the kind of books which may now be had for the asking, and which may enable you to benefit yourself and increase your knowledge and enjoyment of things in general.

To illustrate the kind of books which are now available, a few are listed below. Other lists will be given and discussed in succeeding issues of the BELL TELEPHONE NEWS. The library will eventually be what the employees make it. If a library is desired by enough employees to make it worth while, plans for the immediate extension of the present nucleus of a library will be carried out. But, if there is no demand for the extension of the collection of books which we now have, only an occasional book will be added.

Two general classes of books are available; those that pertain to special and technical subjects, engineering, electrical phenomena, accounting, economics, financing, etc., and those that pertain to subjects of general usefulness, such as English, psychology, education, etc.

For one who has difficulty in writing or speaking correct English, the following are recommended:

Language for Men of Affairs—Vol. I, Talking Business—J. M. Clapp. An excellent book on the proper use of the spoken word in all phases of business.

Language for Men of Affairs—Vol. II, Business Writing—J. M. Lee. The general and special phases of business writing are treated in a simple, effective manner. The book is valuable to anyone wishing to improve the effectiveness of his writing whether it be the writing of a business letter or the writing of copy for publication.

Possibly the general subject of accounting is a mystery to you, although you occasionally come in contact with a problem where a knowledge of the fundamental principles of accounting would come in handy. If so, why not read one of the following books:

Accounting Theory and Practice—Vols. I, II, III—Roy B. Kester. Volume I is designed for the student interested in elementary accounting; Volume II is a complete treatise of advanced accounting theory and practice; Volume III presents accounting principles applied to particular industries.

The Balance Sheet—Couchman. An analysis of the various balance sheet accounts to determine the best method to use in accounting for the assets and liabilities of a business.

Practical Problems in Accounting—P. J. Esquerre. A group

of well selected problems intended to test the student's knowledge of accounting principles and his ability to apply these principles.

Depreciation—Principles and Applications—E. A. Saliers. The subject of depreciation is covered in a thorough and understandable manner.

Auditing Theory and Practice—Robert H. Montgomery. An authority on audit procedure.

If you would feel the thrill and inspiration that come from the reading of a good autobiography by one who has overcome tremendous obstacles, why not read—

From Immigrant to Inventor—M. I. Pupin. A very interesting autobiography of the man who invented the loading coil, which is used so extensively in the Bell System. Professor Pupin came to America as an immigrant boy.

If you would like to read about the most recent advances in physical science, the following books are suggested:

The Nature of Matter and Electricity—Comstock and Troland. This book attempts to give in broad, schematic form the conception of the structure of the material universe which has developed in the minds of modern students of physical science. The treatment of the subject which is here offered is quite elementary and is very interesting reading.

Within the Atom—John Mills. A volume intended for readers who wish to obtain a familiarity with the basis of modern physical science. The theory of electrons and other modern ideas of physical science are explained in an exceptionally lucid and simple manner.

The subject of economics is one which has many practical applications in everyday life. If you would like to acquire a general knowledge of this subject, the following volume, written by a man who is famous as a teacher, will be well worth reading:

Outline of Economics—R. T. Ely. A recent book on economics which brings the subject matter in all fields of economics up to date.

There are many other recent books now on our shelves which may be had, including books on such subjects as Principles and Practices of Telephony, Fundamentals of Electricity, Radio and Statistics.

In an early two or three issues of the BELL TELEPHONE NEWS some additional books will be reviewed and possibly a reading course will be outlined if there seems to be a demand for it. Meanwhile, if you wish to make use of the books which are now available, see either W. W. Kelsey, Accounting Department, Room 1501, or N. O. Rud, Engineering Department, Room 1401, 212 West Washington Street, Chicago. They will be glad to talk with you and show you the complete list of books which are available and explain how books may be obtained for home reading.

In order that the present library may be of the greatest usefulness it is desired that employees suggest books which might be generally useful. If you have in mind any books on subjects which properly come within the scope of a company library, send in the information or give it to Mr. Kelsey or Miss Rud. Books on fiction should not be included, but lists of scientific books and books on general subjects and of educational interest will be welcomed.

Arrangements have not been completed as yet so that books can be sent to employees located at a distance from 212 West Washington Street, and for the present it will be necessary to call in person during the day for books. However, it is expected that arrangements will be made soon so that employees living at a distance or who are unable to call at 212 West Washington Street may have books sent to them. It is desired to make the library of benefit to as many employees as possible, and if you have any suggestions as to how to increase the value of the present collection of books they should be sent to Mr. Kelsey or Miss Rud. A complete list of books available will be issued later.

Telephone in Every Dormitory Room

AT the Iowa State University every room in the dormitories is supplied with a telephone connected with the local exchange and listed in the local directory.

BETTER RESULTS FROM OUR BULLETIN BOARDS

By Miss Helen F. Bidinger *

THERE is an old saying, "Our relatives are wished upon us but, thank heaven! we can choose our friends."

Now in telephone parlance, this might be interpreted as—"Our bulletin boards were wished upon us, but, thank heaven! we can choose and arrange the bulletins."

Perhaps I should qualify this: My thought is—that in addition to instructions which our superiors wish posted, there is considerable chance for local ingenuity in the material used to supplement the instructions and notices received through regular organization channels—ingenuity in the selection and posting arrangement of all material—whether intended to attract, educate or instruct.

And just what sort of a job are we doing in choosing and arranging the bulletins? Did you ever give the board at your office more than a cursory glance? Did you ever read all of the articles posted? and do you now stop at every opportunity to see if anything new has been placed on the board? Are you attracted to the board as a nail to a magnet? If you are, then I, at least, feel that your bulletin board guardian is to be complimented—you have the right type of board.

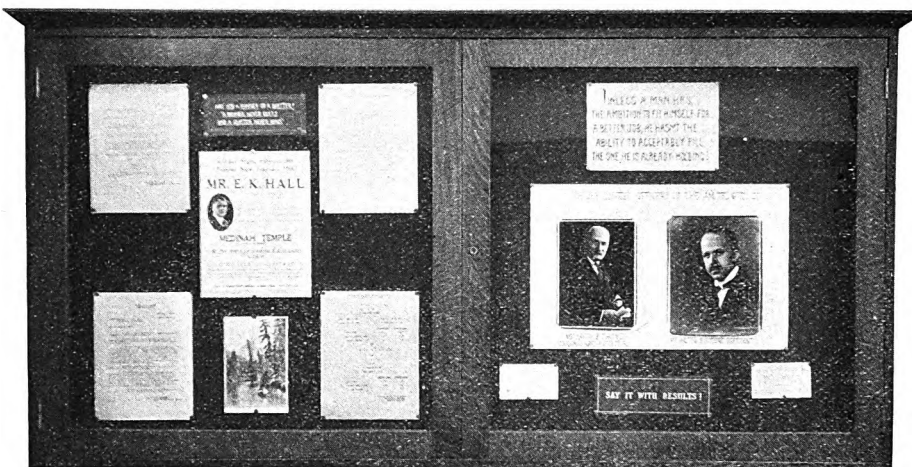
The right type of board—what is the right type of board? As I see it, one which attracts, and which once having attracted—holds. And this can be accomplished only by careful selection of material and an artistic arrangement.

Wherever you go, what is it that your eye seeks first—objects of monotonous color, the drab articles?—or do you pass these by for something which is bright and gay?

Then why wouldn't it be a splendid idea to occasionally have the "primary attraction" of your bulletin board a scenic view in colors? (In winter a spring scene, and vice versa. You know, it's human nature to want something that's impossible, so by having a summer scene in winter, your readers are going to be doubly attracted, in longing for something that isn't. Just a little bit of possible psychology, that's all.)

And now that the board has attracted, it must hold the interest of the readers—the people for whom it was intended.

In my opinion, the office bulletin board can be and should be a very effective means of arousing and maintaining interest in



A BOARD WHICH MAINTAINS INTEREST AND IMPROVES RESULTS
Bulletins in the Suburban Commercial Division Office

our work, while of course, the underlying principle or purpose of the board is to instruct.

Our material will, of course, be based on the telephone business—articles incidental to our company, our department, and our own jobs—and also along such other lines as are adaptable to our work. I believe we all have a clearly defined idea of the type of material appropriate for use on the bulletin board.

Now, with this material at hand, the next

task—and seemingly the hardest—is to post it neatly and artistically.

Many of our suburban bulletin boards are faced with a dark or medium colored felt—let us call this our "picture (or rather article) frame," and each "picture" (or article) posted should, I believe, have a complete four-sided frame. Now, if you will keep this one rule in mind—give each article a frame—you will necessarily avoid overcrowding the board; you can't have one notice overlapping another, (which, by the way, has probably destroyed the looks of more than one otherwise effective board).

Always keep the margin (the frame) between the outer edges of the board and the outer edges of the articles posted approximately the same width—never have the papers crowded up tightly to one side of the board, with a five-inch margin on the opposite side—who ever saw a picture with "a three-sided frame?" And let us not forget that's what we're doing—making a picture of items and ideas, and scenes, nearest to our "telephone hearts."

And might I mention here that if your bulletin board has two doors, which, when closed, meet in the middle of the board, always avoid the placing of a bulletin so that it is wholly or partially hidden by the woodwork at the intersection of the doors; if your poster (or material) isn't worth being in plain view (without the craning of necks to read it) it isn't worth posting at all. The most successful advertisers see to it that careful thought

is given both posting space and posting material.

Your bulletins are usually not of the same size. Balance the board, then, by placing, for example, a large and a small article on one side, and the same on the other, with your other material in the center of the board.

It is infinitely better to have only a few bulletins artistically arranged rather than many with no proportionate arrangement. Even if you happen to have a number on hand, post but a few—only as many as can be comfortably arranged—those left over afford you an opportunity to make a more frequent change of material.



MISS HELEN F. BIDINGER

*This article is from a talk given by Miss Bidinger before the Suburban Division commercial managers. Miss Bidinger is chief clerk for the commercial manager at Waukegan and is also a member of the Suburban Commercial Women's Speakers Bureau.

I believe a week is usually ample time for an article to remain on the bulletin board—of course there are exceptions, but I am speaking of the average poster. Another item I might mention here—it seems to me that it would be a good idea to note in small writing somewhere on the article itself, the date posted; this will insure no bulletin remaining on the board too long.

And as for the tools for posting—the thumb tacks. Don't think that every inch on the edge of a paper needs to be tacked down; it really does look 100 per cent better to use tacks with the smallest heads available. Remember, we're not posting the tacks, they are of no consequence as far as looks are concerned—the fewer and smaller the better—but on the other hand, don't misunderstand and be too sparing, and let that other deplorable condition exist, permitting the corners of the bulletin to sag. That would indeed be substituting one evil for another.

Now, here's another idea which I have never seen used, but which appeals to me as having really splendid possibilities for attracting attention, holding interest, and best of all—to really educate. Most of you have probably noticed in the *Chicago Tribune* a section devoted to "What's Wrong Here"—a sketch depicting a common social or business error, and then at the bottom of the page—the correct answer. Now, why couldn't we have such a feature on our bulletin boards pertaining, of course, to telephone errors—such as the incorrect way to write an application for service, fill out a subscription blank for A. T. & T. stock, the improper manner in talking over a telephone—in fact, many miscellaneous errors which occur every day in our work?

The upper right hand corner of the board could be devoted to an illustration or sample of a common telephone error, or a form improperly made out, and the correct answer or form given in the lower left-hand corner.

Perhaps you have someone in your office who could make pen and ink sketches of these errors, and then an illustration, or a written explanation given in the lower portion of the board. Does this idea appeal to you as worthy of a trial?

Now that I've tried to set forth the requirements for the "right type of bulletin board," would you like to see a practical demonstration? Then, if you would, as you leave this office, just stop for a moment and look at the Division Office bulletin board—that's my idea of a *real bulletin board*. (See page 12.)

Large User of Telephone Aids in Giving Good Service

THAT good telephone service depends upon the coöperation of three persons—the calling party, the operator as representative of the company and the called party—has long been accepted an axiom by telephone men and women. For many years general publicity has been given this fact. A notable instance of where the called party has taken what would appear to be very effective steps to determine whether he is doing his share in the coöperative effort essential to good telephone service was recently brought to the attention of F. O. Hale, vice president and general manager. Samuel Harris and Company, dealers in machinery, tools and supplies, a short time ago sent out a "straw ballot" to the many purchasing agents with which this company does business over the telephone. The straw ballot consisted of a stamped, self addressed post card which asked five questions: Do we speak distinctly? Do we answer promptly? Do we take orders correctly? Do we give the proper information and suggestions?

S. H. Clark, general sales manager of the Harris company, in a recent interview stated that his company had received 500 replies from over 3000 cards mailed out and that 491 replies stated that the calling party experienced no trouble in carrying on satisfactory conversations by telephone.

Accompanying the card were suggestions by the Harris Company as to how customers could aid. "Please remember," says the card, "that half of our employees are out to lunch between 11:30 and 1:30; we are often handicapped by unavoidable noises;

we must hear you plainly as we have several thousand different items." The message ends with the slogan, "As the 'Phone Goes, so Goes the Business."

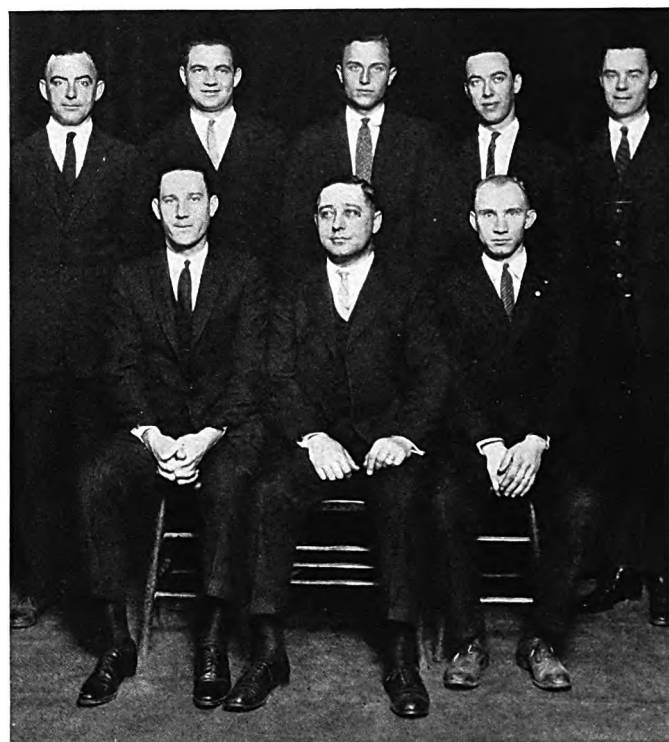
Since Samuel Harris and Company does a large volume of business by telephone and since all of the employees have been instructed and are supervised very carefully in the use of the telephone, the management of this company was vitally interested in what the customers thought of the service they were accorded when doing business by telephone. The outcome of this interest was the plan to send out a "straw vote" the returns of which would indicate how "the 'phone goes."

Volley-Ball Season Opens Soon

ANOTHER successful season of volley ball is now history with Humboldt, the proud victors, and Assignment Giants, the runners up. Eighteen teams comprised the league with Humboldt the victors in the North Division, Austin in the West, Yards in the South, and Assignment Giants in the Central. Though the season just passed was a good one, the officers of the Volley-Ball League would like to see everybody interested and about thirty or more teams in the league this year.

The annual meeting will be held in the clubroom, in the Franklin Building, 311 West Washington Street on Wednesday, March 11, to elect officers for the coming season. A cordial invitation is extended to organizations and officers to send a representative, or to interested individuals to be present and help make this coming year a successful one from a volley-ball standpoint. If, by any chance, there are not enough interested in your locality, don't get discouraged, but send in your name to the secretary, who will be elected March 11, and he will see to it that you are placed on a team.

The general opinion now indicates that Humboldt men will have to play as they never played before, to hold that coveted championship.



HUMBOLDT VOLLEY BALL TEAM WHICH IS OUT TO WIN THE 1925 CHAMPIONSHIP.

These boys hold the 1924 title and are confident they can repeat. They are, left to right sitting: Martin Oesterreich, captain; Fred W. Goebel, manager; Walter Erdman. Standing: Fred C. Fitz, John E. Dunn, Earl Manshreck, Hugh Ferrier and Fred Oesterreich.

GIRLS WHO GIVE
GOOD SERVICE
AT FREEPORT



Anna Groinwald, Vera Gill, Bernice Tree, Ludell Cassidy, Elta Shippy, Rose Panella, Mildred Meyers, Helen Mauer, Genevieve Norton, Louise Mahle, Beatrice Doherty, Nona Stocker and Martha Boop, Traffic Girls.



Jessie Miller, Evelyn Cassidy, Dursilla Hoffman, Anna McDonald, Harriet Lattig, Edith Sward, Agnes Burns and Bertha LaMar of the Commercial Department.



Home and
Headquarters
of Stephenson
County Tele-
phone Com-
pany.



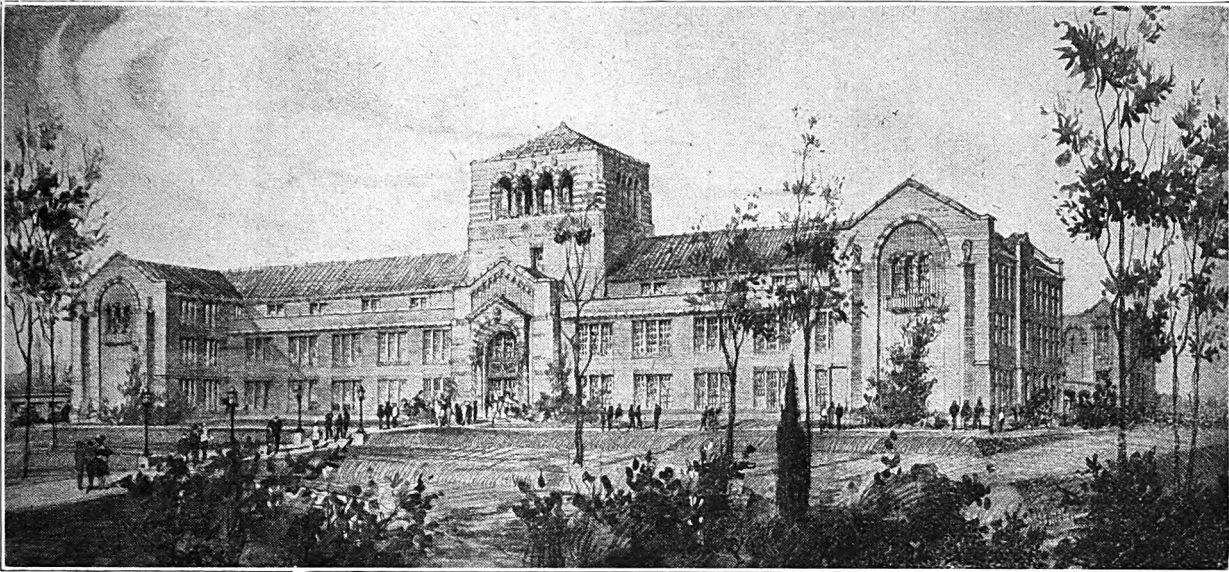
Agnes Bruins,
Chief Operator



More Traffic Department Girls: Dorothy Brennaman, Ruth Staas, Grace Weckerly, Margaret Metz, Edna Brandt, Louise Kinman, Lottie Botdorf, Anna Hull, Martha Woodruff, Mary Kammer and Irene Knauff.



Supervisors: Helen Mauer, Mary Kammer, Ludell Cassidy and Lottie Botdorf.



NEW HIGH SCHOOL BUILDING AT FREEPORT

FREEPORT—IMPORTANT TRADE CENTER

Has Rich Agricultural Environment and Well Developed Retail, Jobbing and Wholesale Business—War Scene of Most Famous Lincoln-Douglas Debate

FREEPORT is the county seat of Stephenson County and is a beautiful city situated on the Grant Highway, a little over one hundred miles from Chicago. The first house was built in Freeport in 1835, a stage line was opened from Chicago to Freeport in 1838 and in 1850 Freeport was incorporated into a town of 1,336. Freeport now has a population of approximately 22,000 persons and is a most desirable location for residence, business and industrial institutions. In its beautiful streets, in its business sections, its industries and civic enterprise in schools and churches, in the character of its people and in national historical interest, few cities excel Freeport.

The great event which gives Freeport its national character was the Lincoln-Douglas debate held August 27, 1858. This debate probably changed history, as it undoubtedly caused the great Stephen A. Douglas to lose the presidency of the United States. Here was pronounced by Douglas what is now historically known as the Freeport heresy. It is with patriotic pride that the citizens of Freeport recognize that the boulder at the corner of East Douglas Street and North State Avenue marks a site of one of the great events in the history of the Republic. In reverend appreciation, too, they observe the stranger to their city as invariably he stands with bowed and uncovered head at the foot of that monument to commune with the exalted spirit of Lincoln. It is to that shrine to which in times of our country's need we may go and to which our children and our children's children may go to drink de-

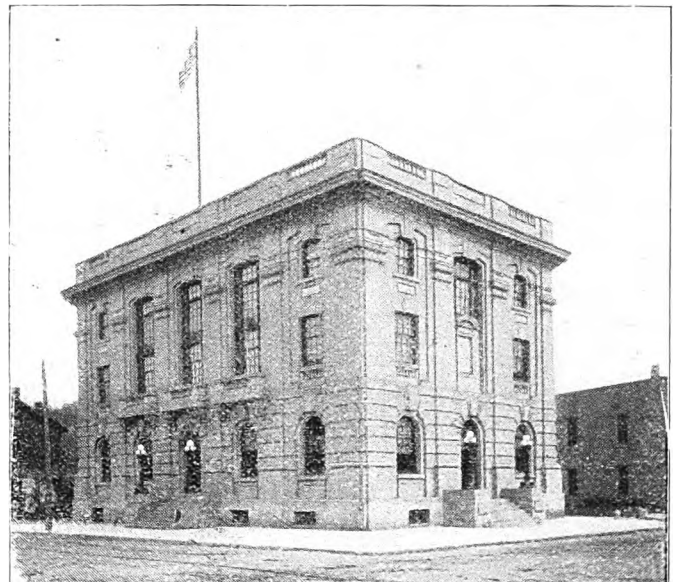


G. X. CANNON

voutedly and deeply from the fountain of patriotic national ideals.

Freeport has 170 acres of parks, the Third Ward Park, Knowlden Park, Bidwell Park, Krape Park of eighty acres and Taylor Park of eighty acres. Krape Park includes a zoölogical garden that would be a credit to a town of 100,000 population. Freeport has the reputation of having the largest park acreage of any city of its size in the United States. The Freeport Country Club has one of the best golf courses in the country. Freeport is also quite a trade center, because of its location, its rich agricultural environments and fine transportation facilities. It has developed in retail, wholesale and jobbing business, and in industrial plants and is now nationally known as an industrial center.

Freeport is a church-going community, and civic and welfare



FREEPORT POST OFFICE



organizations thrive. The Amity Society, a woman's club and its great chautauqua, the Y. W. C. A., the Associated Charities, the Catholic Woman's Guild, the Chamber of Commerce, Rotary, Kiwanis and Lions Clubs are active.

Of course one cannot visit Freeport without visiting its telephone office which houses a strictly modern plant in every way. The telephone company has grown from a very small beginning until now it operates in all 9,450 stations, 6,500 of which are in the City of Freeport. The company was first organized in 1880, a stock company was formed with a capital of \$10,000 with Messrs. Farwell, Barnes, Winger Sanford and Kein, the latter of Dubuque, Ia., as incorporators, and an exchange was started with thirty telephones. The telephone grew steadily until in 1895 there were 1,100 telephones in use. Freeport was unique in that neither the Illinois Bell Telephone Company nor any of its predecessors has never operated there. The first company, while locally owned, was a direct licensee of the American Bell Telephone Company. In 1895 an independent system of telephones was started under the name of the Stephenson County Telephone Company, also owned locally. Both companies recognizing the foolishness and waste of two telephone companies in one city, in 1916 a physical consolidation of the two properties

was effected under the name of the Stephenson County Telephone Company which has been very successful. Although the Illinois Bell Telephone Company does not own the Stephenson County Telephone Company, the latter is one of the "family," being one of the largest connecting companies.

The present officers of the company are: G. X. Cannon, president and general manager; W. A. Hance, vice president; E. T. Morris, treasurer; Jacob Weiss, secretary. G. X. Cannon, or George as he is spoken of among telephone men, is one of the best and best known telephone man in this country. He started his career in the telephone business with the Central Union Telephone Company at

Columbus, Ohio, in 1899, serving as repairman, chief inspector, district inspector and local manager for this company in Ohio. In 1908 he accepted a position as general superintendent of the Youngstown Telephone Company at Youngstown, Ohio, which position he held until 1911, when he was appointed chief telephone engineer of the Ohio State Public Utilities Commission by Governor Harmon and later reappointed by Governor Cox. In 1916 he accepted a position as district engineer for the Ohio State Telephone Company in the planning and rebuilding of this company's property at Toledo, and in 1917 accepted his present position with the Stephenson County Telephone Company.

If you have the leisure or can possibly arrange to get the time, we are sure a visit to Freeport will well repay you for the trouble.

WHAT ARE YOU GOING TO DO ABOUT THIS — THIS YEAR

Total Accidents by Departments in 1924

North Division Plant.....	190
South Division Plant.....	108
Construction	297
Suburban Plant	129
Illinois Division Plant.....	162
Buildings, Supplies and Motor Equipment.....	108
Long Lines Plant	1
Miscellaneous Plant	25
Division No. 1 Traffic.....	241
Division No. 2 Traffic.....	276
Illinois Division Traffic.....	58
Long Lines Traffic.....	41
Suburban Traffic	41
Miscellaneous Traffic	134
General Offices	54
Commercial (All Divisions)	69

Total 1934

Total Accidents by Months in 1924

January	172	July	160
February	139	August	163
March	173	September	146
April	161	October	176
May	133	November	145
June	144	December	225

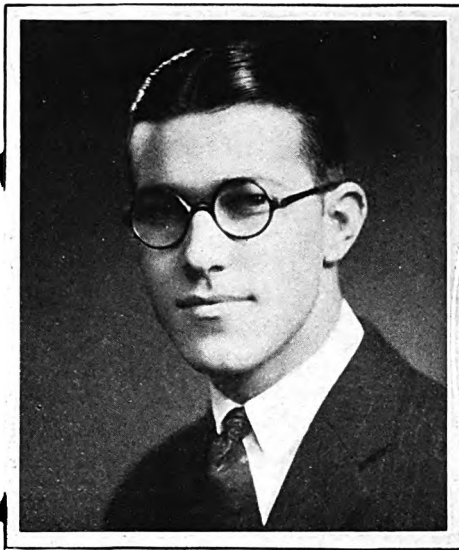
It's up to YOU to cut 'em out in 1925.



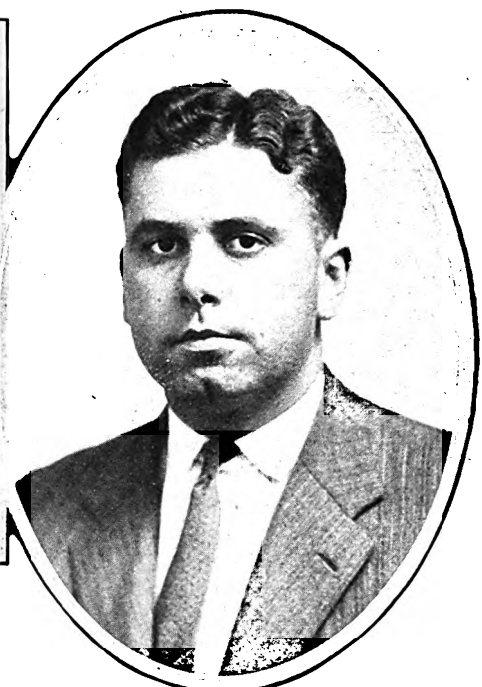
FREEPORT CITY HALL



G. F. EHLEN, JR.,
Secretary



C. A. DORSTEWITZ,
Vice President



NORMAN S. FULLER,
Treasurer



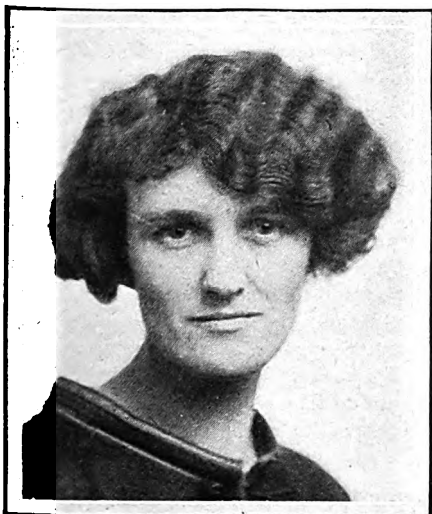
ALTON B. SHUMAN,
Director



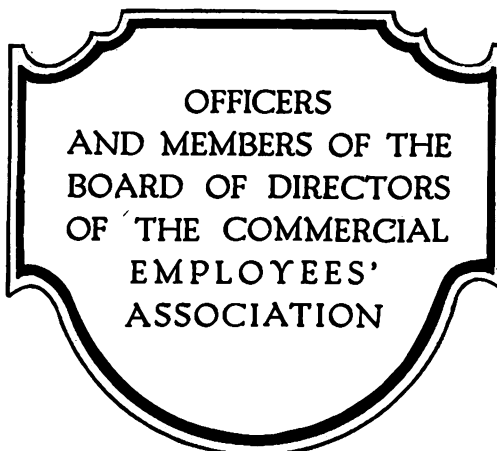
EARL H. PRUESS,
President



JAMES A. MACDONALD,
Director



PEARL BETTS,
Director



OFFICERS
AND MEMBERS OF THE
BOARD OF DIRECTORS
OF 'THE COMMERCIAL
EMPLOYEES'
ASSOCIATION



M. P. PETERSON,
Director

ORGANIZATION CHANGES

Traffic Department

General Offices

Arthur G. Kingman, from toll line engineer to Suburban Division Traffic Engineer.

Arthur N. Moser from the Suburban Division to toll line engineer.

Traffic Engineering

Miss Louise Goelkel, from operator to clerk.

Division No. 1

Official P. B. X.

Marie Hinkes, from operator to supervisor.

Randolph Office

Anna Simon, from operator to supervisor.

Dorothy Mears, from operator to supervisor.

Dearborn Office

Florence Kelsynski, from operator to supervisor.

Gertrude Johnson, from operator to supervisor.

Marion Hansen, from operator to supervisor.

Graceland Office

Mabel Anderson, from operator to supervisor.

Clara Ruenzi, from operator to junior supervisor.

Superior Office

Alice Musil, from operator to supervisor.

Catherine Belske, from operator to supervisor.

Mildred Coleman, from operator to supervisor.

Monroe Office

Mildred Miert, from operator to supervisor.

Edith Lee, from operator to supervisor.

P. B. X.

Ann Coleman, from instructor O. T. D. to instructor P. B. X.

R. Berkery, from C. O. pay station to P. B. X. instructor.

M. Neimans, from pay station attendant to P. B. X. instructor.

Operators Training Department

Margaret Regan, from messenger to clerk.

Anna McEvaney, from junior supervisor, Harrison, to junior supervisor O. T. D.

Ida Thomas, from operator O. T. D. to junior supervisor O. T. D.

Edgewater Office

Agnes Lussnig, from operator to repair clerk.

Sunnyside Office

Elcanor Nelson, from operator to supervisor.

Marie Palmer, from operator to supervisor.

Isabelle Notson, from operator to supervisor.

Suzanna De Roose, from supervisor to office instructor.

Ella Hummel, from supervisor to office instructor.

Rogers Park Office

Anna Henderson, from operator to order clerk.

Celeste Farioli, from supervisor to chief operator's clerk.

Austin Office

Mrs. Mabel Brahm, from operator to supervisor.

Irving Office

Mary Roper, from operator to supervisor.

Emilie Halat, from operator to supervisor.

Bertha Diestelow, from operator to supervisor.

Kildare Office

Margaret Elms, from operator to supervisor.

Rose Collins, from operator to supervisor.

Division No. 2

Kenwood Office

Alice Ford, from supervisor to senior supervisor.

Florence Casey, from operator to junior supervisor.

Lafayette Office

Helen Weber, from operator to junior supervisor.

Wabash Office

Evelyn Anderson, from junior supervisor to supervisor.

Agnes Ryan, from operator to junior supervisor.

Kenwood Office

Ruth Rademacher, from senior supervisor to evening chief operator.

Oakland Office

Irma Flory, from supervisor to instructor.

Stewart Office

Margaret Gordon, from operator to junior supervisor.

Norinne Farley, from junior supervisor to supervisor.

South Chicago Office

Ruth Grunnet, from operator to junior supervisor.

Wentworth Office

Anna Homering, from operator to junior supervisor.

Division No. 3

Gary

Anna Bushwty, from supervisor to evening chief operator.

May Stetler, from senior supervisor to central office instructor.

East Chicago

Florence Kleinman, from junior supervisor to supervisor.

Janette Nadulski, from operator to junior supervisor.

Barrington

Ruby Cairns, from acting chief operator to chief operator.

Evanston

Josephine Menke, from operator to junior supervisor.

Pearl Duncan, from operator to junior supervisor.

Oak Park

Elizabeth Pechukas, from operator to clerk.

Mary Kasasauska, from operator to clerk.

Elmhurst

Grace Nachtigall, from operator to junior supervisor.

Berwyn

Margaret Strebing, from junior supervisor to supervisor.

Pearl Anderson, from junior supervisor to supervisor.

Naperville

Pearl Lauer, from junior supervisor to supervisor.

Chicago Toll

Helen Dorsey, from operator to junior supervisor.

Division No. 4

Peoria

Mayme Davis, from toll operator to toll supervisor.

Ida Malcolm, from operator to senior operator.

Champaign

Helen Leemon, from toll operator to evening chief operator.

Carol McCurry, from operator to supervisor.

Gilman

Phoebe Arnold, from toll operator to chief operator.

Gibson City

Florence Finn, from operator to chief operator.

Ottawa

Sadie Colgan, from acting chief operator to chief operator.

Rock Island

Clara Flanigan, from operator to supervisor.

Sterling

Hazel Whitney, from senior operator to toll supervisor.

Springfield

Dora Kline, from operator to senior operator.

Hattie Staples, from operator to senior operator.

Marjorie Turpin, from senior operator to supervisor.

Commercial Department

Chicago Division

C. W. Maker, from general timekeeper, reporting to B. R.

Cooper to Commercial Accountant reporting to R. M. Noble, general commercial supervisor.

Miss H. O'Connell appointed division commercial timekeeper reporting to B. R. Cooper.

Plant Department
Chicago Division
Plant Engineering

Paul M. Kenny, from engineering assistant to district plant engineer of District No. 4.

Suburban Division
Plant Engineering

J. C. Williams, from chief clerk, division plant engineer's office, Chicago, to special studies engineer, Chicago.

S. A. Wedding, from supervisory clerk, district plant engineer's office, Oak Park, to chief clerk, division plant engineer's office, Chicago.

E. C. Daum, from clerk, division plant engineer's office, Chicago, to field engineer, Hammond District.

A. D. Melendy, from field engineer, Evanston District, to local plant engineer, Evanston.

Toll and Transmission

F. G. Haase, from assistant toll wire chief, Chicago, to toll plant engineer, Chicago.

Equipment

H. E. Cleveland, from exchange repair-inspector to costs and methods man, Methods Division, Chicago.

Buildings, Supplies and Motor Equipment

T. E. Prendergast, from stock clerk, Hammond District, to district cashier, plant chief's division, Hammond District.

Evanston District

F. N. Welter, from chief assignment clerk to field engineer.

Joliet District

F. H. Ohlgren, from testman, Joliet Exchange, to testman, Aurora Exchange.

Piano Recital Given by Telephone Girl

ON Sunday afternoon, February 15, Dvora Dienstova, who has been studying music days while she has been employed evenings at Kedzie Office as an operator, gave a piano recital at the Blackstone Theatre, Chicago. The interesting program proved that she has talent and technique which promise a musical future.

The critic of the *Tribune* said, "It is evident that Miss Dienstova has both sympathy and excellent taste." The *News* critic said, "Young Miss Dienstova showed much aptitude and precociousness in her playing of Bach." And the *Herald-Examiner* said, "She is young, charming and brilliantly endowed. She plays with decision, with fairly accurate technic, with sturdy yet expressively varied tone. She will develop the requisite authority with more experience before the public. Indeed she seems especially gifted in the difficult art of public address."



DVORA DIENSTOVA

Several of the officials of the company were present, among them, President and Mrs. W. R. Abbott and Mr. and Mrs. S. J. Larned. A beautiful sheaf of red roses almost as tall as the young pianist was given by President Abbott and most heartily appreciated by Miss Dienstova. Many Kedzie girls and operators in other offices also attended the recital.

Miss Dienstova's playing was radiocast from Station WGN on February 20.

Evanston Operator Praised for Handling Fire Emergency

WHEN Oscar J. Smith, an Evanston subscriber, was aroused by dense smoke which filled his residence one night in January, he immediately called the Fire Department by telephone. The call was answered by Catherine Fitzpatrick, an Evanston operator. The Fire Department responded within five minutes and effected the rescue of eight members of Mr. Smith's family. The following morning Mr. Smith called President Abbott on the telephone to express his appreciation of the prompt and efficient manner in which Miss Fitzpatrick had handled this call. Later in a letter Mr. Abbott added his personal thanks to Miss Fitzpatrick to that of the subscriber.



CATHERINE FITZPATRICK

In telling of the incident Miss Fitzpatrick said:

"I had answered a call from a subscriber calling from a 'prepay' telephone. He was calling a Chicago number and I was in the act of passing the call to the tandem operator when I noticed a signal nearby flashing. It appeared to me that this flashing signal was an emergency call and I at once answered the number, University 6143, and the subscriber said, 'University 4000, quick.' I connected him at once with University 4000 and received a prompt reply from the Fire Department. The party calling said to the Fire Department, 'There is a fire at 730 Madison Street' and immediately hung up. I remained in on the line to insure that the report would receive attention. About five minutes later a call came in on this same line calling some Chicago number, which was handled without delay, and realizing that there was a fire at this telephone number I supervised the call very carefully. After he finished talking I disconnected, and he immediately came back and called University 4000 the second time and asked to have a doctor sent to his home at once. University 4000 then called Dr. T. C. Galloway.

"There was very little traffic at this time of the night and Mrs. Tousey, the night supervisor, and myself were the only ones in the operating room. I at once informed her of the fire at this number, and we were all on the alert for any other calls that might come from this telephone."

Radio Club Builds Receivers for Hospital Use

THE Radio Club has started the construction of radio receivers to be loaned to Bell employees confined to hospitals in Chicago. The idea originated in an interesting way. Some telephone employees confined to a hospital were getting considerable entertainment from a small crystal set. Then tragedy; the set refused to function. An SOS call was sent out, and a member of the Radio Club repaired the set.

The experience left an impression, and the tale was repeated to other members of the club. Then gradually evolved the idea of furnishing sets to employees in hospitals. The plan was presented to the management, and was approved. The Radio Club is now building sets, and before long radio receivers will be installed for sick and injured members of the Bell family in Chicago.

BELL TELEPHONE NEWS

Published Monthly by

ILLINOIS BELL TELEPHONE COMPANY



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F. O. HALE, Vice President and General Manager
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Issued by the Publicity Department

BELL TELEPHONE BUILDING - - CHICAGO, ILL.

SUBSCRIPTION PRICE—Two dollars a year in advance, to all persons except employees of the Illinois Bell Telephone Company.



AMORY T. IRWIN, EDITOR

EVERETT E. FRIGANZA, ASSISTANT EDITOR

Friends in Great Numbers

EK. HALL, vice president of the American Telephone and Telegraph Company, makes a point we should like to stress. It is that public opinion of our business is formed, rather from ordinary, everyday dealings with us than from some of our biggest accomplishments.

We have nearly a half century of fine tradition back of us. We have always been right up to the minute in scientific improvements. These are to be admired and respected. But the thing that brings good public relations, the good opinion of the great number, is the attitude of the employees with whom the public comes in contact.

Courtesy, and an effort to go all the way in serving everybody's telephonic needs makes friends.

Change

ALL one has to do these days if he wants to realize the importance of change in the affairs of man, is to look out of the same window day after day for a week. To-day the scene is one of ice and snow and cold; the next, it is one of thaw and dirt and slush; now the sky is dark and overclouded and again the stars and moon all but turn the night into day.

But enough with an attempt to break away from cold business verbiage into the realm of romance: enough to recognize that change is as inevitable as life or business; that we cannot prevent change; all we can hope to do is to direct it into channels that are enjoyable or profitable to us as we consider living or the business of earning a living.

In business, as in life, not to change is to die—and there are many businesses, year after year, that die merely because they are incapable or unwilling to change. Like certain prehistoric animals who fell before the changing environment that confronted them, so these

"CALLS TO BE COMPLETED"

1. Every employee and every subscriber a stockholder.
2. Complete coöperation between every department and every person.
3. Harmonious public relations. Remember—You represent the company to the public. Be courteous.
4. Make "Accident Prevention" your slogan.

businesses, as business environment changes, curl up their weary toes and go to sleep—forever. In contrast with such tombstone-gathering concerns, there are others that, recognizing and anticipating the changes that are constantly occurring in the business world, thrive and grow in the new environment.

It behooves us, then, to try to recognize the tendency toward which business life is bending its efforts—to prepare for the changes which, even in the process of arriving, continue to change. For business is never static; it is a pulsing, throbbing reality unless it becomes sick and languishes. Then, unless it take heed to itself and correct its ills, it dies.—*The Heat Merchant of O'Gara Coal Company.*

A Swarm of Bees

HERE is a swarm of Bees. If you attend to them, they will make you the honey of success. And if you neglect them, you are apt to get stung.

(1) Be polite. Politeness will get you out of more difficulties, climb you more hills, cut you more barbed wires, find you more smiles, than any other quality you can acquire. (2) Be sure. Don't guess. Don't suppose. Find out exactly. Know. And if you don't know, Ask. (3) Be clean. Water and whiskbrooms are cheap. (4) Be honest. Even when nobody's looking. (5) Be on time. People that have to wait for you don't like you. (6) Be patient. (7) Be cheerful. And if you can't be cheerful, look cheerful anyhow. (8) Be considerate. Don't be officious, nor meddlesome, nor a nuisance, but—you know—be considerate. (9) Be careful. Better be careful one hundred times than get killed once. Look out for these Bees.

—Dr. Frank Crane.

When a man says he can't find a job, he means he can't find one that measures up to his dignity.

ANNUAL REPORT OF THE ILLINOIS BELL

CHICAGO, FEBRUARY 2, 1925.

TO THE STOCKHOLDERS:

Your directors submit herewith the balance sheet and statement of operations for the year 1924.

Your company provides telephone service over its own lines and those of its connecting companies throughout the entire State of Illinois (with the exception of East St. Louis and the territory immediately adjacent thereto) and throughout Lake and Porter Counties, Indiana. In this territory, on December 31, 1924, there were upward of 1,425,071 telephones having access to our lines, and of that number 1,058,964 were owned by your company and operated directly through its 255 central offices. The remaining 366,107 stations are operated by our connecting companies and under contracts with them they are, for service purposes, a part of the telephone system furnishing service in the territory within which we operate. To carry on its part of this great industry, the Illinois Bell had 25,741 persons in its employ at the close of 1924. Your company is one of the larger of the twenty-five associated operating companies which together with the American Telephone

This is the report of the Illinois Bell Telephone Company, one of the important constituent companies making up the Bell Telephone System in the United States. The annual report of the system as a whole is issued by the American Telephone and Telegraph Company. Early in March the report for 1924 will be published and a copy may be had on application to any office of this company. It also will be summarized in the BELL TELEPHONE NEWS next month.

and Telegraph Company, comprise the Bell System. By means of connections with the long distance lines of the American Telephone and Telegraph Company, the scope of service includes all parts of the United States, Canada and Cuba.

Additions to Plant and Equipment

The expenditure for new construction during 1924 amounted to \$22,703,666. The principal items were as follows:

Land and Buildings.....	\$1,677,875
Switchboard and other equipment in telephone exchanges.....	5,910,805
Subscribers' Station Equipment..	6,775,216
Exchange and Toll lines.....	8,172,208

During the year, 221,309 telephones were connected and 144,013 disconnected, making a net gain of 77,296. In Chicago, the net gain was 50,391 telephones, included in the above. The 700,000th telephone in the Chicago Exchange was placed in service February 21, 1924, and the 1,000,000th telephone in the system of your company was installed in Peoria on March 25, 1924.

During the year additions to thirty-one central offices were completed, nineteen being in Chicago. Similar additions were started at nineteen offices and will be completed during the year

Illinois Bell Telephone Company BALANCE SHEET—DECEMBER 31, 1924

ASSETS

<i>Fixed Capital (Including Construction Work in Progress)</i>			
Intangible Capital	\$ 3,977.89		
Land and Buildings	14,691,730.97		
Telephone Plant and Equipment	144,827,336.63		
General Equipment	2,734,527.56	\$162,257,573.05	
<i>Other Permanent Investments</i>			
Investment Securities	832,900.00		
Miscellaneous Investments	103,192.92	936,092.92	
Total Permanent and Long Term Investments		163,193,665.97	
<i>Working Assets</i>			
Cash and Deposits	1,257,694.07		
Bills Receivable	4,127.04		
Accounts Receivable	8,223,106.39		
Marketable Securities	13,362.18		
Materials and Supplies	833,704.03	10,331,993.71	
Accrued Income Not Due		8,132.89	
<i>Deferred Debit Items</i>			
Sinking Fund Assets	85,212.55		
Prepayments	572,371.85		
Unamortized Debt Discount and Expense	3,918,270.18		
Other Deferred Debits	339,060.40	4,914,914.98	
Total Assets		\$178,448,707.55	

LIABILITIES

Capital Stock	\$ 70,000,000.00		
Premiums on Capital Stock.....	2,911.25		
Funded Debt	49,590,200.00		
Accounts Payable	4,242,307.47		
Accrued Liabilities Not Due.....	4,833,478.20		
<i>Deferred Credit Items</i>			
Liability for Employees' Benefit Fund	\$ 2,000,000.00		
Other Deferred Credits	58,397.31	2,058,397.31	
<i>Fixed Capital Reserves</i>			
Reserve for Accrued Depreciation	40,734,255.95		
Reserve for Amortization of Intangible Capital	177,186.30	40,911,442.25	
<i>Surplus</i>			
Appropriated Surplus	2,215,874.27		
Corporate Surplus Unappropriated	4,594,096.90	6,809,971.07	
Total Liabilities		\$178,448,707.55	

U. F. CLEVELAND, General Auditor.

Illinois Bell Telephone Company INCOME STATEMENT

Year Ended December 31, 1924

Telephone Operating Revenues	\$55,798,975.64	
Telephone Operating Expenses	41,054,437.72	
Net Telephone Operating Revenue..	14,744,537.92	
Deductions—Uncollectible Operating Revenues	\$ 325,092.64	
Taxes Assignable to Operations	4,809,222.48	5,134,315.12
Operating Income		9,610,222.80
Net Non-Operating Income.....		724,266.66
Total Gross Income.....		10,334,489.46
Deductions—Rent and Miscellaneous..	\$ 322,265.49	
Bond Interest	2,614,126.76	
Other Interest	160,402.49	3,096,794.74
Balance Net Income.....		7,237,694.72
Dividends	\$5,401,752.00	
Other Appropriations from Net Income	1,788,585.27	7,190,337.27
Balance for Corporate Surplus.....		47,357.45

U. F. CLEVELAND,
General Auditor.

I have audited the books and accounts of the Illinois Bell Telephone Company for the year ended December 31, 1924, and I hereby certify that the accompanying Balance Sheet and Income Statement are in accordance with the books, and in my opinion, correctly set forth, according to the system of accounts prescribed by the Interstate Commerce Commission, the financial position of the company at December 31, 1924, and the results of operations for the year.

WILSON F. MAIDEN,
Auditor for American Telephone and Telegraph Company.

STATISTICS

	At December 31, 1924	Increase During Year
Number of Company Stations....	1,058,964	77,296
Number of Connecting and Miscellaneous Stations	371,158	3,767
TOTAL STATIONS	1,430,122	81,063
Number of Miles of Wire.....	3,209,141	364,941
Number of Central Offices.....	255	15

1925, which includes fifteen offices in the City of Chicago. Work is under way on the installation of equipment for the new Superior Central Office in our building at Erie and Dearborn Streets, Chicago, which was completed during the year. It is expected that this central office will be in service by November, 1925, with capacity to serve 25,000 stations. The new Superior building has been planned for an ultimate capacity of eight central offices, capable of serving 200,000 telephones.

Additions and changes were completed on ten buildings during the year and commenced on eight others, including three in Chicago. A new building was completed at Libertyville, land purchased and new buildings started at Cicero and Glen Ellyn; additional land adjoining our central office at Aurora was purchased.

A new toll cable was completed between Chicago and Barrington, permitting the removal of a number of open wire lines which are subject to interruption due to storm damage, thus assuring greater security to the service.

Expenditures contemplated for 1925 for new construction amount to \$26,500,000, with an estimated net gain of 60,000 telephones.

Machine Switching

The machine switching equipment, which was completed and put into service in Chicago and Peoria during 1923, has operated most successfully, and is giving excellent service. In Chicago, the total number of stations so served now amounts to 30,683, an increase of 7,473 during the year. These stations originate over 250,000 calls daily. In Peoria, 838 stations have been added, bringing the total so served in that city to 7,345, originating nearly 60,000 calls per day.

Purchase of Telephone Plant

The principal purchases of operating property during the year, all of which were authorized by the Illinois Commerce Commission, are as follows:

Purchase on May 1, 1924, from the Commercial Telephone and Telegraph Company of certain toll property and ten exchanges. Duplication of toll operation within a considerable territory was eliminated by this transaction.

Purchase on September 30, 1924, of the property of the Gibson Home Telephone Company and the United Telephone Company of Ottawa, Illinois.

For these three properties, operating 6733 company stations and 301 miles of toll lines and serving 531 service stations, the company paid \$597,756, which amount includes \$137,500 of Six Per Cent Bonds of the United Company maturing June, 1929, which were assumed by the Illinois Bell Company.

Storm Damage

On February 4 and 5, 1924, a sleet and wind storm caused considerable damage to outside plant in the Suburban area, and also through the north central part of Illinois. On June 22 and 23, wind storms and lightning did much damage to plant directly southwest of Chicago. Severe wind and electrical storms, accompanied by heavy rain, occurred August 8 and 9, resulting in considerable damage to our plant in the Chicago and Suburban Divisions. The cost of restoration of the plant damage by these storms will amount to approximately \$550,000.

On December 18 and 19, central Illinois experienced probably the worst sleet storm of its history so far as damage to wire-using companies was concerned. While the loss to your company has not been definitely ascertained as yet, it is known that approximately 23,000 poles were broken or displaced, and it is probable that the cost of restoration of the damaged plant will exceed \$1,000,000. The loss of property resulting from these storms is a charge against the Depreciation Reserve, which has been established to provide for the retirement of property by reason of storm damage, wear and tear, obsolescence, etc.

Traffic and Employment Conditions

A daily average of 5,200,000 calls for the company and 3,600,000 calls for Chicago was reached at the end of the year.

Employment conditions have been favorable, and little trouble has been experienced in securing applicants in sufficient numbers to permit a careful selection of employees.

Service of a satisfactory grade has been furnished consistently throughout the entire year.

Rates for Service

Rate adjustments in Edwardsville and Sterling became effective January 1, 1924, under a decision of the Illinois Supreme Court, and in Peoria, July 1, 1924, pursuant to an order of the United States District Court in Springfield; an appeal has been taken by the City of Peoria from this order to the United States Supreme Court. The injunction issued last year against the order of the Illinois Commerce Commission decreasing Chicago rates is still pending before the United States Supreme Court, and the appeal from this order to the Circuit Court of Cook County, taken by the City of Chicago, remains undecided.*

Applications for rate adjustments in Champaign, Urbana, Alton and Collinsville are now pending before the Illinois Commerce Commission.

Minority Stockholders' Suit

On November 17, 1924, two stockholders of the company owning seventy-eight and ten shares, respectively, out of the total issue of 700,000 shares, served a formal demand upon the directors to institute proceedings on behalf of the company against the American Telephone and Telegraph Company, the Central Union Telephone Company, and the Western Electric Company, Incorporated, to recover alleged unfair profits made by these companies under various contracts with this company, and to rescind the purchase made by the company four years ago of the Illinois property of the Central Union Telephone Company.

A special committee was appointed by the Board of Directors to investigate the matter and report to the board, but before the committee had reported, suit was filed by the stockholders on January 5, 1925.

The questions raised by the stockholders are under intercorporate contracts which have been in effect in the Bell System for many years, and have been repeatedly investigated and approved by courts and state utility commissions.

The Illinois Public Utilities Commission in 1920 authorized the purchase of the Central Union property by this company, and approved the purchase price, after a hearing in which all the facts were given the commission.

The matters involved in the suit will be contested in the courts.

Employees' Benefit Plan

During the year 1924, benefits were paid in 5,185 cases under the Plan for Employee's Pensions, Disability Benefits and Death Benefits, amounting to \$509,584, divided as follows:

	No. of Cases	Amount
Pensions	68	\$ 34,232
Accident Benefits (including expenses)	770	42,240
Sickness Benefits	4,303	381,023
Death Benefits	44	52,089

At the end of 1924, the reserve maintained by the company in respect of the plan was increased by \$600,000, making a total reserve of \$2,000,000. This increase was made by an appropriation from accumulated surplus.

Theodore N. Vail Medals

The Theodore N. Vail Medals for noteworthy public service in 1923 were awarded to the following employees by the Award Committee of our company:

Elizabeth Byrnes	Hewitt B. Garvey
William Jones	Howard B. Matteson
John Costello	Henry W. Radius
Henry L. Warner	Robert T. Hattendorf

Michael Sansone

*Error's Note—On January 11, 1925, Judge Swanson ruled on this. He decided against the city's contentions.

In addition to the above, there were twenty-six cases brought to the attention of the committee, all worthy of consideration and the employees involved are commended for their interest in the service.

We deeply regret to announce the death on July 18 of Horace F. Hill, for many years vice president of this company and who retired in 1920. He will always be remembered by his associates with affection and appreciation for his many fine qualities.

The death of O. J. Holbrook, assistant to the vice president, on July 27, is also recorded with regret. In his thirty years with this company he rendered valuable service and was largely responsible for the early and later larger development in the Suburban Division, including the introduction of rural service.

The Board of Directors and officers of the company wish to acknowledge the fine spirit of coöperation which has prevailed among the men and women of our organization throughout the year, and to thank them for their good work in maintaining the high standard of our service, which has resulted in continued confidence of the public in them and in the company.

For the Board of Directors,
W. R. ABBOTT, President.

Would You Bet Your Life Against Seven Seconds?

WERE you asked the question, "Would you bet your life against seven seconds?" it is obvious that your answer would be an emphatic "no," yet thousands of people have done this very thing, and if you are the owner of an automobile, you too may have been guilty of doing the same thing.

Did you ever try to beat a train to the crossing? If you have, right there is where you made this bet, because the average train passes the grade crossing in seven seconds.

Thousands are killed each year at railroad crossings, afoot or in autos. Everyone of them was sure he could beat the approaching train, except those who were so utterly careless that they failed to observe the train coming.

So, if ever again while driving a car you see a train coming, even though you think you can beat it across, think this over,—"Are you really such a gambler that you can afford to take a chance on your life to save seven seconds time?"

The accompanying illustrations show a telephone truck which met with a fast train on the crossing. Miraculously, no one was killed.

Another case occurring in our midst, the driver of a telephone truck loaded with men returning from work depended upon seeing



CROSSING WHERE TELEPHONE TRUCK AND TRAIN COLLIDED
There was no lack of warning signs

a flagman to warn him to stop if a train was approaching. He failed to see the flagman, but the train was coming and struck the truck, knocking one of the men off to the pavement, badly bruising him.

And yet another, the coroner's verdict in the death of a telephone employee down state was that she drove her car into a railroad engine. She waited for one train to pass, but failed to notice another train coming from the opposite direction.

Recently a crossing flagman at a crossing in Chicago admitted to the police he had been using a green flag to flag the people instead of the usual red flag. Moral—DON'T DEPEND SOLELY ON FLAGMEN.

What the Telephone Means

A FEW days ago a woman resident of Peoria Heights discovered a fire smoldering in one part of her house. In a great state of agitation she rushed to the telephone and called for the Fire Department of the city of Peoria. She was quite properly informed to go outside the city limits and courteously requested to call the Peoria Heights department. She attempted to do so, but as it is a volunteer organization, she did not chance to get hold of any one. It was at this juncture that the often berated telephone girl came in. She was represented in the person of Miss Catherine Timmerman, chief operator at the Bluffs Office of the telephone company. Miss Timmerman called the chief of the Peoria Fire Department and explained that the lady in question was about to lose her house, was rapidly becoming hysterical and asked him to come to the rescue. No one ever made an appeal like that to Chief Kenny in vain. He rushed a machine to the house, saved it, and thereby gained the thanks of the happy owner. And he is entitled to the thanks of the community, but we would suggest here that the telephone girl is entitled to her share and more because it was due to her entirely that the house was saved. Think of this incident the next time you are inclined to swear because you do not get your number as quickly as you think you ought to.—Editorial from the *Peoria Star*, February 8.

Air Mail Telephones

LONG distance telephones for the convenience of air mail pilots have been established at several of the emergency landing fields in the West. The telephones are for use in connection with the air mail between San Francisco and New York. If pilots are forced to land they are thus able to communicate immediately with their regular landing fields.



PARTIALLY DEMOLISHED TRUCK AFTER MEETING A TRAIN
Fortunately no one was killed

An Ideal Recreation

By E. G. Drew

IF you live in or near Chicago you may congratulate yourself on being part-owner of a concern having property valued at over eleven million dollars—our Art Institute. Nearly all its money was given by friends who desired to do something worth while for Chicago and its people. The institute is one of the greatest museums in the world and is conducted for the citizens by a board of trustees. Naturally, we ought to drop in once in awhile to see how it is getting along and gloat over it a little, too.

In attendance our Art Institute is at the head of the list of all museums of the world. The visitors are astonished at the large number of new galleries and new sets of exhibits which have been added in the past couple of years. This museum is the center of artistic interest in the western two-thirds of the United States. To the throngs who saunter by on Michigan Boulevard every day the stately structure makes its mute appeal. Pleasures are there for its visitors without measure, but it is easy to overlook such places near at hand. People from a distance count upon it as a feature which must not be missed when they are in our city.

In winter we have more time on Saturday and Sunday afternoons to visit this delightful place. Here nature herself can be enjoyed through the works of great artists. What romance is connected with the securing of its art treasures showing the development of art in all ages and of all races of men. As we walk from one quiet room to another we have a delicious feeling of relaxation and business, cares and problems are forgotten. We are attracted by some noble sculpture or painting and we stop and muse over it, feeling some of the emotion of the artist who created it. Also we marvel at the antiques which reveal the skill of artists living hundreds, perhaps thousands, of years ago.

Just now the interesting exhibition of paintings and sculpture by artists of Chicago and vicinity can be enjoyed. There is also a fine show of etchings—an international affair. The beauty of etchings can be taken in at a glance. They are flashing jewels of light and shade—the choicest to be seen anywhere. Miss Anne Anderson, who until recently was in the Long Lines Plant Department, is represented by two fine etchings, one of which you will see on the opposite page.

The Art Institute may be likened to a friend to whom we may come to enjoy his treasures, listen to his words and get some understanding of what is best in the world of art. This knowledge will be of value to us through life in many ways.

Letters Commend Traffic and Plant Folks

TWO operators have been instrumental in preventing damage to property and possible loss of life resulting from fire, according to two recent letters received by the telephone company. One letter from John J. Kratz, a Midway (Chicago) subscriber, tells how his wife discovered a fire at two in the afternoon and reached the telephone only by going through dense smoke. The call was answered by Celia Norstrom, Midway supervisor. The subscriber gave her street address, told of the fire and hung up. Miss Norstrom immediately notified the Fire Department and it responded with despatch. The letter expresses the subscriber's appreciation of this good service.

"Mrs. Julia Mallon, telephone operator at Willow Springs, deserves great praise," says a letter from Mrs. J. W. Rust of that exchange, "for her quick action in calling the neighbors when the residence of Dr. J. W. Rust was on fire; thereby saving a serious loss. Mrs. Mallon is a great help in time of trouble. Her untiring efforts to serve the public any hour of the twenty-four that she is called on, is appreciated by the people of this community."

The service given Anna Momert, a Lafayette (Chicago) subscriber, by Elizabeth Jablouski, a Lafayette MA junior oper-

ator, when Miss Jablouski learned that there was a death in the subscriber's family, was highly praised in a recent letter from Miss Momert.

The "unusually prompt and courteous attention" of Florence McDonnell, Prospect operator, and Jesse Pieske, Prospect supervisor, to the family of James Haggan at a time of bereavement, resulted in a letter of commendation from the subscriber.

Other letters from subscribers, which commend traffic folks, include one from Joseph L. Bache, principal of the Trumbull School, who says, "For rapidity, accuracy of calls, care in cashing in tokens, and intelligence when some individuality is possible, I wish to offer a word of appreciation of the lady at the end of RAVenswood 0830." Anna Wild is the operator, who answers this number. Another similar letter comes from A. D. Hirst of the Chicago Radio Laboratory, who praises the aid he received from Catherine Horan, junior supervisor, when he had difficulty in obtaining a number. A letter from K. D. Rose, assistant manager of the Marinello Company, tells of a connection with Philadelphia, which was completed for him in four minutes by Emily Daniels, a Long Lines operator. F. C. Heine-man, production manager of the Hanna Engineering Works, praises the efforts made by Stella Gibowski, Long Lines operator, to obtain a connection with one of the Hanna company's representatives, who was supposed to be near Janesville, Wis. When Ralph E. Gray of the Richard Hudnut Company missed trans-continental train connections in Chicago, due to this winter's sleet storm, it became necessary for him to notify his wife, who was to meet him in Kansas City and continue the journey with him, of his change in plans. He did this by long distance and has written to express his appreciation of the quick service he received at a time when he realized that service was crippled, due to the storm. His request for prompt service had been referred to Evelyn G. Darling, assistant chief operator.

"I want you to know how very much we appreciate the service, rendered to us by the Illinois Bell Telephone Company, through its employees during the installation of the switch-board installed in our new office in the Borland Building," says a letter from Ralph H. Neely of Neely, Hanson and Company. "We received," continues the letter, "what I might call 100 per cent service by everyone connected with the installation of the telephone, including the inspectors, who called to check up on the work, the boys who did the actual installing, and we won't forget the little lady, who called after the telephones were in, to instruct our operator." Frank F. Schrier, P. B. X. installer, and his helper, E. L. Dohnue, were the plant men responsible for this job, and Margaret Kern is the P. B. X. instructor, who visited this subscriber.

L. J. Pomeroy, manager of the Landeck Lumber Company, has written to praise the service he received from E. Etscheid, when the latter repaired his telephone in Hinsdale.

Pioneers to Be Entertained at Hawthorne

THE next social function to be enjoyed by the members of Theodore N. Vail Chapter, Telephone Pioneers of America, will be a dinner, entertainment and dance to be given at the Hawthorne works of the Western Electric Company, Thursday, March 26, at 6:30 p. m. Tickets will be \$1 per person.

H. A. Mott, of the Illinois Bell, is chairman of the Entertainment Committee in charge.

Oak Lawn "First Subscriber" Buys A. T. & T. Stocks

WHILE W. H. Dunham of the Plant Engineering Department was soliciting subscriptions for A. T. & T. stock he was able to sell two shares to the first telephone subscriber in Oak Lawn District, Chicago.

The subscriber stated that in all these years his relations with the telephone company had been amiable and that his only regret is that he did not buy stock in the company many years ago.

BUILDERS OF SPEECH HIGHWAYS

The Line Installer

By Edmund W. Sheehan

EDITOR'S NOTE: This is the third of a series of articles on plant work. The fourth will be published soon.

BUILDERS of Speech Highways perform many specialized and highly skilled tasks to extend the speech highways into the homes, the business houses and the factories of the nation; for as communities grow the speech highways increase in number and usefulness in the corporate life.

The line installer, or lineman as he is popularly known, is a familiar figure to the public with his climbers and safety strap, because his work upon the telephone poles attracts attention. He also has a rather elevated position in life, and from his vantage point high up on the telephone pole, he calmly looks down upon the busy streets.

Telephone lines are routed from the central offices in cables which run under the streets in conduits, and overhead upon the telephone poles. At regular intervals "terminals" are connected to the aerial cables. These cable terminals provide points at which connections may be made to the cables.

The Line Installer's Job

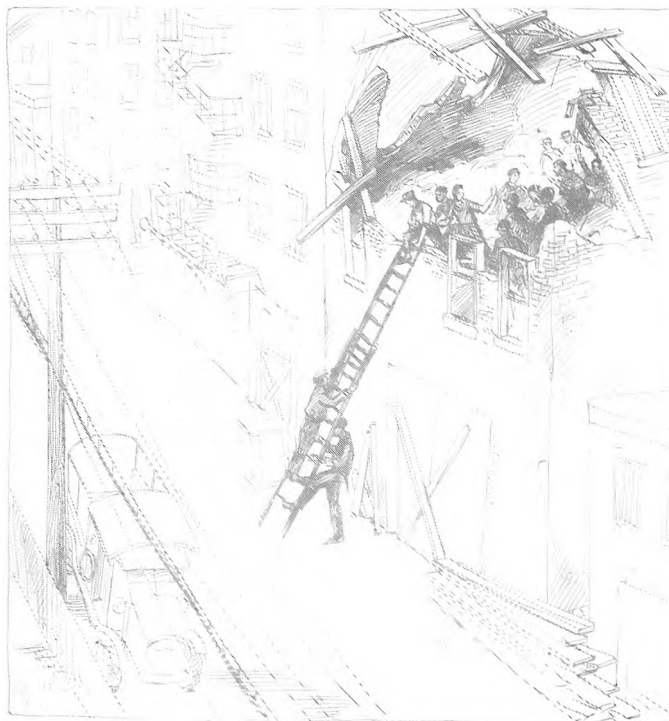
The line installer connects a pair of heavy weatherproof wires to the cable terminal on the pole, and then runs the wire to the subscriber's premises where it connects with the inside wiring run by the telephone installer. This wire between the cable terminal and the subscriber's premises is called a "drop." The line installer has a merry time swinging drops, but if he gets too care-free on his lofty perch he might drop, then he would drop no more drops—which is about as clear as a cross-word puzzle.

Sleet storms frequently descend with destructive fury upon the speech highways in the open country and leave them a mass of wreckage. Then the line installer proves invaluable; he cheerfully responds and regardless of cold, difficult conditions and long hours he strings his wire to provide temporary service; to serve the public the speech highways at great expense and almost herculean labor are rebuilt.

The Mule's Ear

The business of swinging drops may appear on casual inspection to be relatively simple, but such is not the case. There is the trick of making ties, for the drop is heavy and the elements attack it, so the wire must be securely fastened to keep it in place.

These ties are carefully designed to meet various conditions, and in one of the illustrations is shown one in the process of being made. This is a dead-end-tie, and is popularly known as the mule's ear, because the loop which doubles back, allowing slack for maintenance purposes, resembles the sound detector of that useful animal.



Hiking-the-Poles

The line installer receives preliminary training in the Educational Unit of the Plant Department, and is also helped through correspondence course lessons and working methods bulletins. The real test, however, comes when with a new pair of climbers equipped with sharp gaffs he stands at the base of a telephone pole, which seems to him to reach clear into the vaulted blue dome above, and is initiated into the mysteries of "hiking-the-poles."

"Hiking-the-pole" in the language of the line installer means to climb it. Line installers are carefully instructed in pole climbing and are not permitted to climb the entire length of the pole until they show considerable proficiency.

An Outdoor Man

The line installer is essentially an outdoor man; when the flowers bloom and the birds perch upon the cables, he goes cheerfully about his work, and when the birds have flown to warmer climes and icicles hang from the cables, he can be seen working at his task—building speech highways. It takes a cold day to drive him off the poles; one of those below zero days, but if an emergency calls for the swinging of a drop, he faces the wintry blast without hesitation. He is a husky chap, and his work demands that he be an acrobat, a good mechanic and have a brain that will absorb a great many complicated details concerning the correct way to build speech highways. Furthermore, he meets the general public and must be something of a diplomat.

Protectors of Life and Limb

Telephone men and women have an enviable reputation for heroic deeds; they have been willing at all times to risk their lives to save life and property.

The line installer, with his brothers-in-service, the station installer and the telephone repairman, have nobly upheld the traditions through their resourcefulness, quick wit and courage. A study of the records show women and children rescued from burning buildings, people resuscitated, first aid rendered, runaway horses stopped, and many other deeds of heroism performed.

Twenty Men Rescued

An outstanding rescue performed by two line installers in Chicago in 1920, shows the fiber of the telephone man. They were working in the vicinity of a three-story brick building which was being wrecked by some twenty workmen.

Suddenly a grinding sound was heard; the startled workmen saw that the walls and roof had started to cave in. They found themselves imprisoned, their only chance of escape being to jump

PLANNING CLOTHES FOR THE SUMMERTIME

*March is the Month to Start Thinking
About What to Wear in May and June*

By Katherine Ferguson Chalkley

SPRING is on its way. We're sure of that for the shop windows are bedecked with St. Patrick's Day party favors—little clay pipes, shamrocks, green bows and table decorations. Somehow the green characteristic of this good old saint's day makes us all feel that there's spring in the air; that the grass is getting ready to prick through the muddy earth; that somewhere in country lanes the violets will soon start to think about blooming.

And everywhere during these days that bring us hints of April and May and warm weather, our Bell girls are starting to think about the new frocks in which they will soon blossom forth. For truly, spring and summer are the joyous seasons for the girls who make their own clothes. They can come into their own then and design and cut and fit and make many lovely little dresses and pretty accessories for next to nothing both in time and money.

During the months that the BELL TELEPHONE NEWS has been running the pictures and telling the stories of the girls in the company who have made and are making their own clothes, it has been surprising to learn how many girls are doing their own sewing, and how many more girls are interested in the economy and individuality of dresses which they make for themselves.

Each month we have found a number of girls who have been able to invest many dollars in lasting securities because they have spent their spare time basting and stitching. We have found others who have been able to follow some hobby, study music or go to school because they were able to save money by sewing.

Many girls, who have been interested in making their own clothes this winter, have been afraid to start because the wool materials used in the winter dresses were both expensive and hard to sew on. But now that the days for gingham, linens, voiles and percales will soon be here, there isn't a girl who need be afraid to plan her summer wardrobe and then make the contents herself. The light summer materials may be had at almost any price from twenty-five cents up. That would allow the cost of a dress to be well under \$5.

Ginghams, linens, percales and materials of similar weight and body are very easy to sew on for they will stay in place and shape. They are easy to cut, too,

for they will lay flat under the pattern and will not stretch or pull.

Now, of course, is the time for the girl who sews, old hand or novice, either, to start to plan her summer outfit. The budgeters say that the way to get the most for your money is to make a plan and stick by it. Most of us laugh at the budgeters until we try out a budget ourselves and then we realize that the budgeters had the laugh on us. Budgeting sounds a bit beside the point of planning your summer outfit, but it isn't.

Here's how to go about it. To-night, to-day if you happen to be off duty, take every single garment you own and put it on your bed. Then begin to sort. In one pile put the things that you will never want to wear again; things that are worn out, too soiled to clean or beyond the hopes of repairing or remaking. In another pile, put the things that need mending, a button here, a snap there. This pile will contain the garments that can be worn for another season without renovating.

The third pile will be the most interesting pile of all. In it will be the things to be made over or combined with other materials to make something new.

There will be last summer's orchid voile that you just love, but which is so faded that you can't wear it. How about a little dye? Dyeing cotton clothes is very simple. Ten cents, an hour some evening and the orchid dress you love is just as pretty and fresh as it was the first time you wore it.

Perhaps there is a one-piece flannel dress that is perfectly good, all but the sleeves. Constant wearing has made them go

through at the elbow. You know that jumper dresses have had a new and more fervent burst of popularity this spring. One-piece flannel dresses are easily converted into jumper dresses which, when cleaned and pressed and "prettied" up with silk braid and unique buttons and worn with a sport's blouse, have all the style that one could wish.

From considering the possibilities of the flannel dress, one turns to a couple of old silk frocks that look quite beyond one's ability. But look carefully! More often than not they can be combined and fixed into something becoming and comfortable. And so on through the third pile.

The careful, efficient seamstress will take care of the mending, rejuvenating and remaking of her old things before she plans and buys her new things. She will learn during the nights that she spends on these tasks that she can get along with fewer new things than she had supposed.

And while she is fitting to



BEATING THE HIGH
COST OF COATS

When Miss Ruby Henderson of the Toll Line Engineer's Office looked for a new coat, she could find nothing she liked that cost less than \$150, and most coats ranged from \$175 to \$200. Miss Henderson is handy with her needle; so she bought four yards of Marvella at \$9.90 a yard; two and a half yards of French flannel for the lining at \$4 a yard; buttons, thread and ribbon for inside belt, sixty-five cents; and used an old muff for the collar and cuffs. The coat cost her \$50.25.

gether the old things, she can dream of and plan the new things that she wants. She will have time to study the fashion books and figure out just what will give her the most service. Perhaps she can also plan her vacation and decide what new things she will like for that annual holiday.

Now for the new clothes. If a girl decides that she wants to make her own underthings, she had better get these out of the way first. These are easiest to make, and consequently less fascinating to sew on. For that reason the girls who are new at the game will find that nightgowns, princess slips and teddies are fine things on which to learn how to handle a needle and run a sewing machine. The thoroughly trained seamstress will want to get them out of the way so she can work with colorful and dainty dress materials.

Planning and designing summer dresses are piles of fun. Here, too, is unbounded opportunity for the display of originality. The cost of the usual summer dress is so small compared with that of the dresses any other season, that you can do bits of experimenting now and then. Often you can hit upon ideas that may

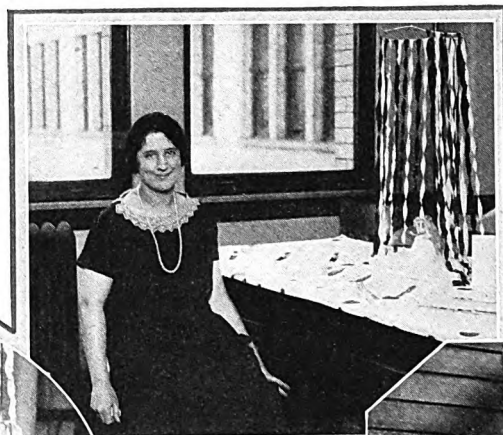
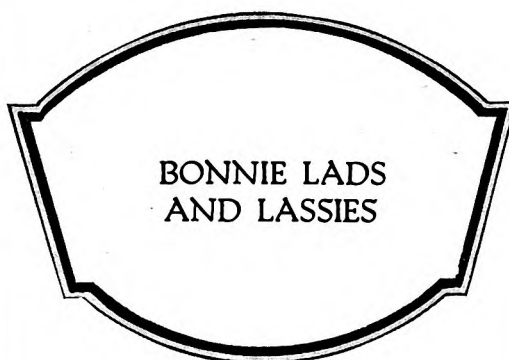
later be used in the making of expensive clothes. And every idea and experiment makes a seamstress that much more finished in her art.

So start your spring wardrobe planning now, girls, and good luck!

Flames Threaten, But Operator Stays on Duty

ALTHOUGH flames threatening her own home, destroyed an entire block, Mrs. Grace Armstrong, chief operator for the Traer Mutual Telephone Company at Reinbeck, Ia., remained at her post, summoning aid from several nearby towns when the fire got beyond the control of the local department. Through her efforts a much heavier property loss was averted.

The fire broke out about midnight and Mrs. Armstrong, who was not on duty at the time, hearing the alarm, dressed hurriedly and rushed to the telephone office, finding an entire block of nearby buildings in flames. With the help of Ivan Mitchell, the night operator, and Miss Elva Gahler, the toll operator, aid was summoned, although burning embers were constantly falling all around the office and Mrs. Armstrong's home nearby.



Upper left: Alice Raddatz, Prospect M. E. Supervisor, who has not been absent or late in the five and one-half years she has been a member of the Bell Family. Lower left: Helen Whitty of the General Traffic Department, who was married to Dr. Roger J. Corrin on February 14. Center: Edna Svarstad, also of the General Traffic Department, who became the bride of Arthur Frank on February 18. Upper right: Elza Lillian Schuelke of the Chicago Revenue Accounting Department in the costume she wore at the Trunk Engineers' Masquerade. Lower right: Clerks on the Storm Job, Decatur; Left to right: J. A. Jenkins, Plant Department, Illinois Bell; H. E. Giles, W. H. Hamer, R. C. Snyder, A. E. Springman, Plant Department, Bell Telephone Company of Pennsylvania.

THE WAY YOU LOOK AT IT

By May T. Dewhurst

"THERE'S the telephone," said Mary, "answer it, will you, Katie, my lap is full of work."

Katie heard the operator say, "Long distance is calling" and waited anxiously while connections were being made. It was Tom, and Katie's smile faded as she listened, but she answered cheerfully, "It's all right. Of course you can't leave 'till you are through. Yes, your mother is here."

"Hello, Tommy. Can't you get home for Sunday? Never mind, dear, it won't be long and Katie will have a lot to show you when you come. Here she is waiting to say good night," and mother hurried away from the telephone and left Katie to finish her precious talk with Tom alone.

"Well, Katie," said Mary, as Katie sat down to her work again, "our dinner with the Wilsons is fated. This is the second time we have been disappointed. Did Tom say anything about Ted Wilson?"

"Yes, he said that Ted was telephoning his home, too. He says he never saw such a mess as the wires and poles were in and he thinks it will be another week."

"Excuse me for laughing, Katie, but your face makes me think of a picture I saw to-day of one of the girls. I cut it out of the paper to show mother. See, here she is as she usually looks, smiling and happy, and here she is as she thinks of ice on the lines and all the troubles that trouble men have to look out for."

Katie looked at the pictures and the happy laughing face brought a smile to her own, and mother laughed, too, as she looked over her shoulder.

"Now, just see how a smile is more contagious than a scowl. Neither of us felt like scowling and neither of us could help laughing."

"She'd make a good movie actor, she knows how to register gloom and joy both," said John, who had come in during the telephoning.

"Well, I hope she doesn't try that. I'd hate to have a daughter of mine go into that business."

"Don't be worried mother," laughed Mary, "it isn't easy to get into the studios even if you are as handsome as I am. And as for Tom can you imagine him making believe? He's too down-right honest to pretend he's anything but Tom Miller."

"Tommy is a good boy," murmured mother with a far away look and then with a glance at Katie, she said smiling, "I told Tommy we'd surprise him. How many sheets and pillow cases have we finished? Your mother got so much cloth I thought we'd never get them done."

Katie began to count over the finished product of busy evenings and said triumphantly, "Just think this sheet I'm finishing will make fourteen and only six more to finish and you know you have half of the pillow slips ready for marking."

"I guess they will be about done before Tom comes and then we can do the napkins and table cloths."

"I was going to ask you to go to the movies but I don't see

much chance of breaking up this sewing society. Suppose I read to you," said John, picking up a magazine.

"That's a book that was sent to Tom. Read those lines about the 'Point o' view,' mother will like that."

John read

"Three girls sat at a switchboard,
One was plugging lights
One was earning twenty a week
One was making neighbors of a nation."

"What does that mean?" asked John. "The one that was making neighbors of a nation was plugging lights and earning twenty a week, wasn't she?"

"Of course," said Mary, "but don't you see, the last one was the only one of the three that was thinking what the work meant. You know there are some people who just drudge along and don't get any fun out of life. And there are some who think of nothing but pay day, but there are lots of girls who like to be telephone operators because they realize how wonderful the telephone is and that when they plug in, they are bringing people together."

"She has to have imagination," added Mother. "Work is fun if you have that. I've heard women say they hated to wash dishes, but I don't feel that way. I like to think how they'll come out looking so shiny ready for another good meal."

"Well, you are an exception, I guess," laughed John. "I've heard the poor tired housekeeper and the poor tired telephone girl and everybody that works sympathized with 'till I thought nobody likes work any more."

"I guess that's the trouble; too much talk. Work doesn't hurt people if they go at it right. You don't see Katie here groaning over this sewing. She works till I have to stop her. It is all because she thinks what she is doing and has imagination to see a home in the future."

"We had a wonderful talk by one of the officials and he said it was the 'state of mind' that made the difference. I guess he was right, too," said Mary. "'State of mind' and 'point of view' are a good deal alike. That girl in the picture has a grouch in one case and nobody cares for her in that mood. If her state of mind changes, I might fall in love with her," said John.

"Not if I know it," answered Mary, throwing a ball of darning cotton at him.

"Well," said Katie, laughing, "I suppose this sermon is for me. Of course I shall go to the office all smiles to-morrow morning and everyone who knows Tom and me will think I am so happy because he is on his way home. Won't that be deceitful?"

"No," said Mother, "it's like these people who have lost a dear friend. Some people think they ought to wear heavy black veils and never smile if they really miss them, but I believe that we have no right to make people unhappy around us by looking sad all the time and it doesn't look as if we had any faith or hope. The way to show real love is to hide our loneliness in our heart and make friends happy about us."

"Oh, mother, I don't believe I ever told you this story! It is one I heard a young woman tell who is with the Western



MISS GLOOM



MISS JOY

Electric Company. You know they make all our telephone equipment. Well, this young woman was watching one of the girls who was winding a cord with silk. It was irritating work because the silk kept breaking and it was doing the same thing over and over and this woman said, 'Don't you get awfully discouraged and tired of that work. It would drive me crazy.' And the girl said, 'It wouldn't if you knew what you were making. Just think! This cord may be on an aviator's cap sometime. I just love to think of that.'

"That's the spirit," said Mother with a smile. "I guess there are lots of people who have the right point of view and the right state of mind if we could only look into their hearts."

"Oh, well," laughed Katie, "I shall not be a crêpe hanger to-morrow."

Now, it happened the next day that some of the girls who had been planning a surprise for Katie concluded that this week would be just the best time. On their relief and at noon there was a lot of rapid planning and Mary, who had been taken into the secret, promised to aid the girls in their plot. And so on Thursday night Katie, instead of going home, was invited over to Mary's to dinner which was all ready when they arrived at the house. They were washing the dishes when the telephone rang and Mary, who answered, said, "It is your mother, Katie, and she says that one of the girls from the office has come over to see you and that John says he'll come over and get you. Come on mother, let's all go. You can visit with Mrs. Crane and Mrs. Freeland."

As Katie entered their apartment she was met by the young woman, who was made to take off her things and as Katie opened the door of her bedroom she found the place completely filled with the telephone girls who were wild with laughter at the surprise they saw registered on their beloved supervisor's face. The dining room door was closed but in a few minutes Katie was led blindfolded to a throne-like seat which she mounted with difficulty. When the bandage was removed the fun began. Each girl was armed with various implements of kitchenware which were used as band instruments. The rolling pin led the way being wielded by an imposing drum major and the clatter of tinware

and egg beaters and flour sifters was enough to frighten the neighbors in the downstairs apartment, but Mrs. Crane was standing in the background with Katie's mother and Mrs. Miller and her face indicated nothing but pleasure.

Then the band laid their instruments at Katie's feet and the shower began. From all directions well aimed packages bombarded her till she was well snowed under by such quantities of towels and lingerie and pretty and useful things that it looked as if another hope chest would be needed to hold them.

"Look at Katie," said Mrs. Miller to Mrs. Crane. "Isn't she the prettiest thing you ever saw? I do wish Tommy could see her now, though he doesn't need to be more in love than he is."

"She is just as lovely as she looks," said her mother with a little break in her voice. "I am glad to see her so happy, but I hate to see my baby ready to leave me."

"Oh, well, she won't go far, and Tom is a good boy if I do say it," said Mother Miller. "Come, now, let's get to our part of the fun."

Mother's part of the fun was a big loaf of cake decorated with designs, which, if they lacked artistic ability were certainly interesting. Little pink hearts of candy were made into figures of the prospective bride and groom and various designs of birds and flowers topped with a candle in the middle completed a masterpiece of mother's art and the cake when it was cut proved at least that bakers couldn't equal mother's good 'home made.'

As the happy evening ended a telephone call completed Katie's joy. Tom was really coming home the next day!

Sound Advice from the Safety Bureau

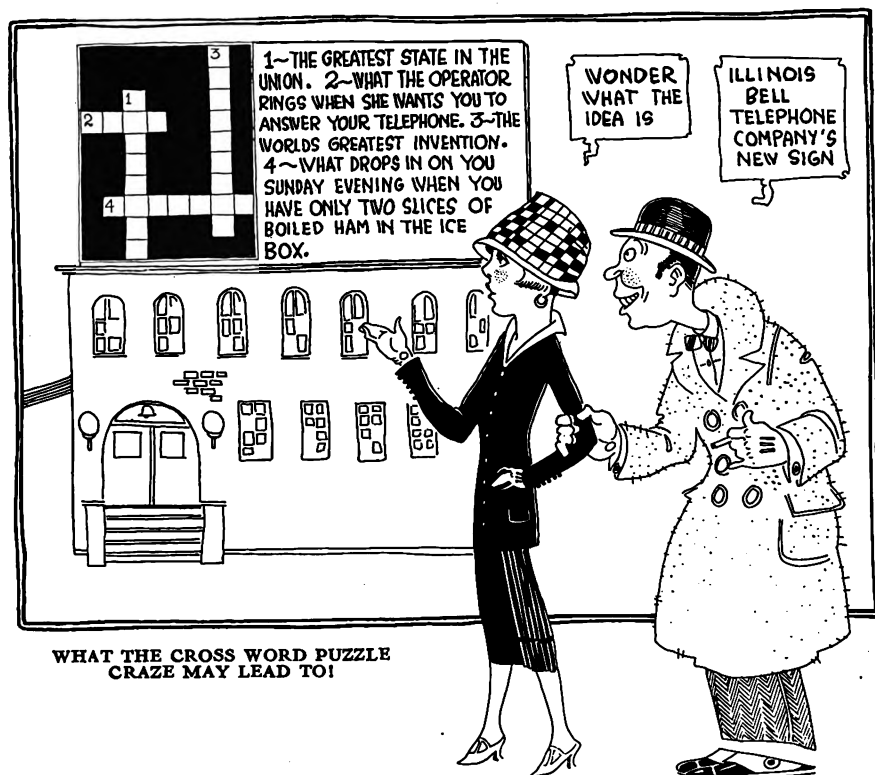
(With Apologies to Walt Mason.)

WE telephone folks can't see one hour ahead; in one brief hour we may be dead, and all our labors gone; life's so uncertain none can say, "I'll see the finish of this day and greet another dawn." The splicer helper, in wondrous health, goes forth to gather in some wealth, a buoyant, cheerful scout; the splicer drops a heavy tool and the helper's life fades out. Oh, all varieties of doom are 'round about us dumping gloom upon the human race; our lives we're taking in our hand, wherever we may walk or stand, or ride or dance or chase. And yet along our course we speed as though our life was guaranteed for eighty-seven years. Next year, we say, we'll heed the drives (the safety drives) so that our wives may eat if death appears. Next year or maybe five years hence, we'll show we have some good horse sense, and admit that safety pays; next year we'll tread the safety path, oh yes, of course, we hear them laugh—but we're out for fun these days. Thus reason multitude of jays who look ahead to countless days that they may never see; no man who on this planet rides can safely bet one hour divides him from eternity. Let us be prudent, then, and wise, meet safety plans as they arise and cancel every debt; if these be ways that should be done, oh, let us do them ere the sun of this bright day has set.

Now is the Time to Watch Your Step

MORE than eleven thousand lives are lost each year in the United States because of falls. No other single accident cause is responsible for so many deaths.

Ice and snow are responsible to a large degree for this enormous death toll—to say nothing of the many serious injuries which do not result in fatalities. Watch your step!



TELEPHONE TRAIL BLAZERS WITH MARCH SERVICE RECORDS

Niels I. Nielsen

March, 1898—27 Years

NIELS NIELSEN began work for the Chicago Telephone Company back in 1898, before the east section of the original Main Building was erected. He went to work as a

carpenter on that new portion, having been employed by Mr. Abbott—not our W. R. Abbott—but E. V. Abbott, the engineer in charge.

Mr. Abbott (E. V.) was at that time noted as having invented, made and used a two-speed bicycle. It is not recorded that he equipped his bike with a reverse gear, but Mr. Nielsen distinctly remembers E. V. Abbott as a person who always wore a fur-collared coat—winter and summer. But all this has little to do with Mr. Nielsen who helped build the east half of Main Building and also participated in tearing down the “annex.” At this time the Engineering Department had charge of practically all carpenter and cabinet work and while the names of the various

departments in which Mr. Nielsen has worked have changed frequently he, for the most part, has, for twenty-seven years, been engaged in making and installing cabinet and woodwork of all kinds in every office and exchange in and around Chicago.

He says that the telephone business has grown to such an extent that he now has as much or more work to look after in his present district of eight exchanges, than he did fifteen or twenty years ago in the whole of Chicago and Suburbs.



NEILS NEILSON



PAUL H. HAMMANG

Paul H. Hammang

March, 1900—25 Years

Mr. Hammang, and we must say Paul because he has two brothers in the telephone business, has been with us for twenty-five years. Previous to that time Paul had been working mostly nights in a store at Omaha, Neb. Having a little of the social instinct in his makeup he objected to “working nights to save his lodging and sleeping days to save board,” as the old story goes, and applied to the Nebraska Telephone Company for a job. They both made a good guess—as we can see by the fact that he and the Bell organization have gotten along together pretty well for a quarter of a century.

Mr. Hammang began his telephone work as an installer and repairman, at a time when the outside man did about everything in sight from running the drops to collecting bills. After about a year's experience in that work he came to Chicago and climbed up seven flights of stairs to Harrison Office, where he worked three days, and then went to Oakland with Mr. Hawk.

When Humboldt Office was opened Mr. Hammang was on the job. This was in 1905 and three years later he presided at the opening of the new Kedzie Office. Since that time he has again been at Humboldt and then successively at West, Austin, again at Humboldt, and his last wire chief job was at Lawndale.

Then came a reorganization and officially the name wire chief was abandoned for a time and then Mr. Hammang came downtown to the general office and can now be found in a supervisory capacity for the Installation Department of Division No. 4.

John G. Bradford

March, 1902—23 Years

John G. Bradford, long known as Jack, came into Bell service twenty-three years ago. Since then he has done about every kind of light and power work known to the art, in its application to the telephone business.



JOHN BRADFORD

When approached and questioned with reference to his personal history he gave the answer of a philosopher, “Never mind the past—I am living and enjoying to-day and hope to do as well to-morrow.” We happen to know that Mr. Bradford is as reliable and dependable as a Seth Thomas pendulum clock. He keeps right on going and has no inclination to get excited over trifles.

Jack has been continuously in the Power Department, starting out with it when Ed Wibly was in charge and is still in the same department now under Mr. Cunnard. He says that the work, whether in the actual doing or in that of supervision, is as fascinating now as it was in the old days. He also adds that no matter how much the power work is reduced to standardization and routine it is bound to break out in some unexpected corner with a new phase or idea that maintains the interest and keeps the work from growing stale.

Charles F. Freer

March, 1902—23 Years

Charles F. Freer, who now boasts of his service record of twenty-three years, started his career with the telephone company by washing windows, firing furnaces, handling collections and discharging all other duties he was asked to perform. Since that time he has served in various capacities, including clerk, testman and assignment clerk, which positions he now holds.



CHARLES F. FREER

As an assignment clerk he is accurate and industrious and can always be depended upon when an important cable throw is to be made.

"Chick," as the boys in Springfield all know him, is considered one of the most loyal employees in the service, and when it comes to outings, "Chick" is never in better humor than when he is helping prepare an oyster stew or wiener roast.

Have You One in Your Department?

LAST month the Safety Bureau mentioned two records made by two departments in accident prevention work. These departments are proud of these records and well they should be, too.

Not to be outdone the Suburban Plant Department which has been, and is, composed of persistent accident prevention workers from the superintendent, L. C. Jones, down to the newest office boy, reports the following records of which it is justly proud:

Construction Force, 410 men, no accidents in over six months.
Splicing Force, 130 men, no accidents in over two years.
District 3—Plant Chief's Force, 70 men, no accidents in over twenty-three months.
District 4—Plant Chief's Force, 86 men, no accidents in over one year.

Records? That's what they are, nothing else, and the

Safety Bureau is glad to place them in its "book of merit." Mr. Jones and his forces are to be congratulated.

And now how about the other divisions? If you have a department among you which has already made a record, let us hear from you and if you haven't as yet made a record, get busy, don't be an "also ran." Get in the race, help to put the company over. We are still fighting to mount a higher rung in Mr. Bell's accident prevention ladder. It can be done.

Constructive Work of Continuation School and a Plant Department Messenger

CONTINUATION School pupils, under the direction of Luther B. D'Armond, are putting forth some good efforts to promote Accident Prevention. The outcome of this is reflected in a talk by James E. Delaney, a messenger in the Chicago Plant Department, and a student of the company's school, delivered Tuesday afternoon, January 27, at the Jones School. The audience heartily approved the talk, and so that readers of the BELL TELEPHONE NEWS may also register their approval, it is quoted below:

Flipping Trucks

Hundreds of accidents are caused every year by boys flipping on trucks. Many boys flip them, almost everyone does. This is especially hazardous in the winter because of skidding vehicles. The ice and snow on the streets make driving and almost any outside transportation and traveling dangerous.

Despite all the caution a driver might take, the boys do not seem to realize the prevailing conditions. They want to get on that truck for a joy ride or to save a few cents carfare. He may do this ninety-nine times successfully but the hundredth time he will meet with a very serious accident. It may be the loss of his life or it may mean the loss or breaking of a leg or an arm. It may seem simple to get on and off a truck, but from experience I know that nearly every time you flip, something goes wrong. I have considered myself lucky if I had not torn my clothes or done some slight injury to my person. I can give an experience of my own which resulted in a serious accident:

When I was about ten years of age, I used to flip nearly every truck I saw, also street cars. I was just coming home from a nice swim at a natatorium. I had walked all but five blocks and I saw a beer wagon, with a step on the side, going my way. I ran after it, and was riding uncomfortably along, because of the small step, when the driver put his head out the side. He yelled at me to get off, then put his head in the window. I thought he was going for the horsewhip, the kind commonly carried on this type of wagon, and I tried to get off. I put my foot down quickly and went to jump off. The step was higher than I thought and my leg swung under the wagon. I lost my balance and fell to the ground. The rear wheel ran over my leg crushing it and I didn't walk for six months. Since then I have been wary of flipping. Accident prevention should be taught in the home, school and place of business.

No one wants to be the cause of someone's death or serious injury. Nearly every accident could have been avoided by a little thought. Accidents cause a great deal of sorrow in the home.

By being careful, and advising the use of accident prevention, you will be happy because you have helped avoid sorrow.

Continuation School Boy Wins Prize in Safety Contest

UNCLE Robert of the Chicago *Daily News* radio station, WMAQ, conducted a Safety Contest through that station.

The contest which was open to the school children of Chicago, was brought to the attention of telephone boys and girls by the Continuation School. It consisted of writing an article on safety and sending it to the *Daily News*. The following composition was submitted by George Krull, office boy in the vice president and general manager's office, and was awarded second place:

"S. O. S."

(Safety on Sidewalks)

"Many children have a weakness to play in the streets and steal rides on trucks. They may think it great fun, but it is, or should be called 'jayplaying.' This word 'jayplaying' may sound

Illinois Bell Telephone Company
Suburban Plant Department

January 23, 1925

WARNING!

Employee KILLED Aug. 29, 1924,
while driving outfit over Interurban crossing.

Outfit Wrecked, Dec. 12, 1924,
by Interurban car at street crossing. Employee ESCAPED with minor injuries.

Truck Wrecked at R.R. Crossing
January 21, 1925. Three employees miraculously escaped DEATH.

**LISTEN
LOOK
STOP**

No further excuse accepted for such carelessness.

L. C. JONES
Division Plant Supt

POSTER USED IN THE SUBURBAN DIVISION

queer, but nevertheless it is true. Children, when tempted to steal a ride or play in the streets, think of the grief you would cause your parents to endure, think how much they love you, and think how much your limbs mean to your life, even to your very existence, after your parents have gone. Think a dozen things before taking a chance. Children, this country needs you in future years, so don't spoil your chances now. Remember, 'Live Safety, Teach Safety and Practice Safety.'

'There is a flag for every country,
There is a flag on every sea,
But a flag that has that *big word* 'Safety,'
Is a flag that appeals to me.'

The first prize was won by Robert Singer, an eight year old pupil of the Helen C. Pierce school. Here it is:

"Dear Uncle Robert:

"If the children would heed the safety rhyme that we learn in school they would always be careful.

"'Cross the street only at the crossing.

"'Look up the street and down the street before crossing.

"'Be careful, be cautious, be safe.

"'Never hitch on the street cars or motor cars.

"'If hurry interferes with safety, cut out the hurry.

"'Never roller skate in the street.

"'Never play in the street.

"'Safety is a little word with a big meaning.

"'Keep off the street. Avoid disaster.

"'Automobiles are a million times bigger and faster.'

"If you will repeat some safety rhyme over the radio, and also print some in the Sunday or week-day comics, which children can read, I am sure it will help, or if the patrol boys would warn the children at play after school hours, in their neighborhood."

Minor Cuts and Scratches Often Dangerous

HOW often you have heard some person say, "Oh, that's nothing. I just scratched myself on a nail or with a pin. It doesn't amount to anything." Yes, that is what thousands have said and what hundreds have regretted saying after they said it., 'Most any day you can pick up your newspaper

and find an article almost the same as the following which was cut from the *Chicago Tribune*.

"Infection From Scratch of Pin Causes Girl's Death"

Miss Kashimer Kevich, eighteen years old, 2919 West Twenty-second Street, died at her home yesterday from an infection which developed several days ago after she scratched her hand with a pin.

This is only one of the hundreds of cases which have resulted in death from neglect to care properly for minor cuts and scratches.

Play safe! Get first aid for all cuts, scratches, skin punctures, slivers, broken blisters, or any other breaks of the skin, even though you think they "don't amount to anything."

Infection of a wound (commonly called blood poisoning) is almost always caused by neglecting to cleanse the wound and keep it clean. "Clean" means not only clean of dirt, but also, and this is most important, *clean of pus-forming germs*.

First aid kills these dangerous germs and helps to keep the wound clean so it can heal promptly.

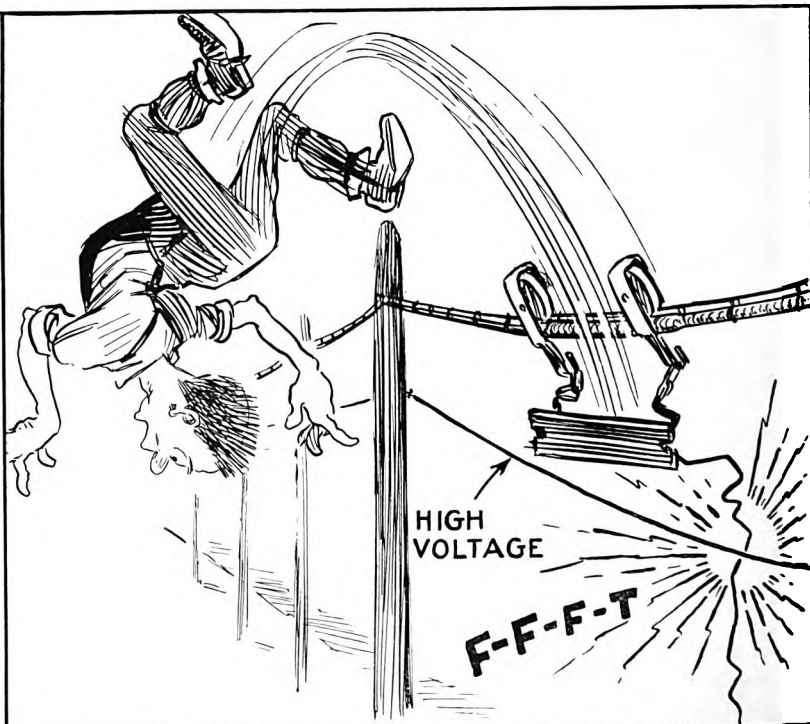
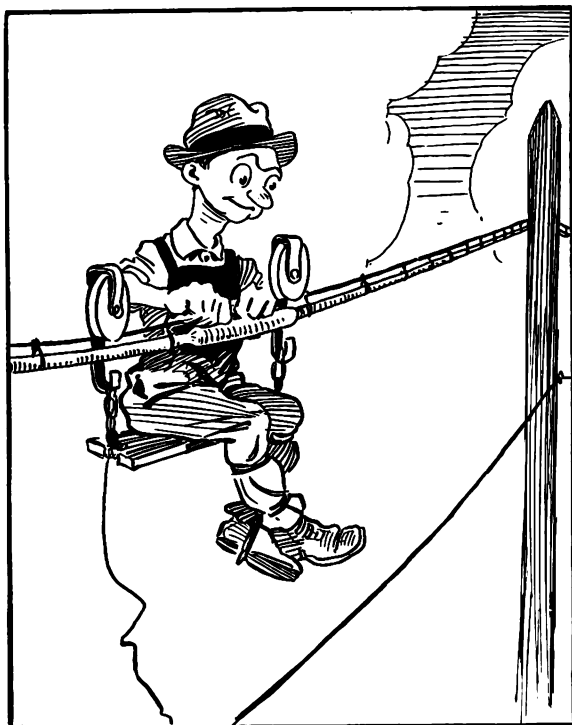
There have been several of these cases of infection, caused by neglect, to employees in this company. Only recently an employee had to be taken to the hospital for an operation from blood poisoning caused by a neglected scratch on his arm; and, as you can see by the newspaper clipping above—even so slight a wound as a pin or wire scratch can and has been known to result in death. Medical science has proven that a million blood poisoning germs can crawl into a hole the size of a pin head, so don't neglect any wound. Get first aid promptly. Infection is easy to prevent, but hard to cure.

He Believed in Safety

ONE snappy day recently Johnny's mother sent him to the store to get a half dozen eggs. On his return he handed her a paper bag containing six articles, which, though egg-shape, were certainly never laid by a hen.

"What are these," said his mother? "It was eggs I sent you for."

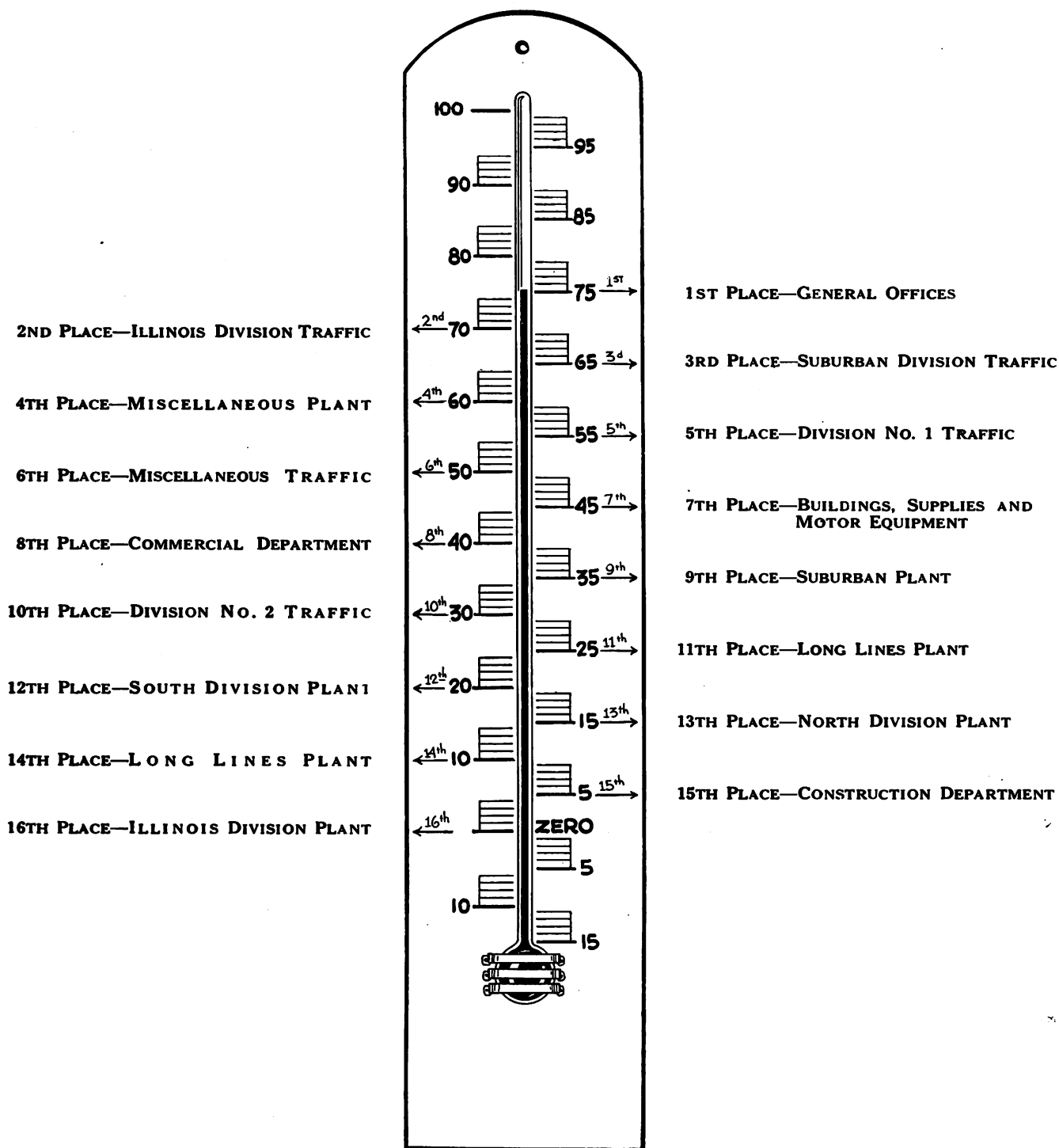
"Well, ma," said Johnny, "the streets were awful slippery and so I thought I'd better get lemons instead."—*Boston Transcript*.



FRIENDLY ENEMIES—CABLE AND POWER WIRES

THE ACCIDENT THERMOMETER

Standing of Departments on January 31 in the Race for the Record in Accident Prevention



The race between employee groups of the Bell System, in which the Illinois Bell now stands tenth and hopes to stand first in a few months, depends upon the individual and departmental records made now.

THERE IS STILL ROOM AT THE TOP FOR YOU

Death Takes Two Men from Main Office

THE grim reaper has brought sadness to Main Office, Chicago. William P. Sobiesczyk died on Friday, December 5, 1924.

Entering the employ of the telephone company on June 21, 1916, Mr. Sobiesczyk's service was uninterrupted from that time until his death, with the exception of a few months given to the service of his country during the World War. After being mustered out of the army he returned to the company as a switchboard repairman in which capacity he served until failing health compelled him to lay aside his work in October, 1924.

"Bill," as he was better known by his intimate friends and business associates, possessed a quiet and unassuming manner, which won him the admiration of all with whom he came in contact. There was never known a time when he was too busy or too preoccupied with his personal affairs to have a smile and a friendly greeting for others.

Mr. Sobiesczyk lacked but a month of being thirty-five years old. Beside a host of friends he leaves his parents, two brothers and five sisters to mourn his untimely taking away.

The funeral services, which were largely attended, were held at St. Hyacinth's Catholic Church, solemn requiem high mass being celebrated by Father John Sobiesczyk and interment was made at St. Adalbert's Cemetery.

On Friday, January 16, a call was received announcing the sudden death of Louis H. Hoch, a member of the outside repair force, which had occurred the evening before, just at the time when the average telephone man lays aside his tools and his cares after a day's duties fulfilled. The tidings of his passing came as a shock to his associates in and outside of the office, for he had been ill with pleural pneumonia less than a week. While it was generally known only the day before his death that his condition was critical, announcement of the end was a distinct shock to all.

Mr. Hoch began his career in the telephone business on December 4, 1911, as a central field installer applying himself in that capacity until December 1, 1920, since which time he has been a station repairman, working out of Main Office. With the exception of a few weeks' absence in February, 1924, occasioned by a severe illness, his thirteen years or more of service had been marked by his regular attendance to duty and his willingness to apply himself at all times. He was a loyal and faithful worker, and was held in high esteem by all who knew him.

Mr. Hoch leaves a widow, two sons and a daughter besides numberless friends both in the business and social atmosphere in

which he mingled. He was forty-two years of age.

The funeral services were held from his late home on Monday, January 19, under the auspices of Progressive Lodge No. 954, A. F. & A. M., and conducted by Reverend Frank Bush of the Grand Avenue Congregational Church, burial being made at Elmwood Cemetery.

Death Claims Centralia Chief Clerk

HATTIE E. CUNNINGHAM, chief clerk to the commercial manager at Centralia, met with a fatal accident on January 27. Miss Cunningham, while driving her car across the Third Street crossing of the Illinois Central tracks, Centralia, collided with a passenger train. The impact threw her out of the car upon the tracks and her head struck the rail which resulted in a fracture of the skull from which she died three hours later.

Miss Cunningham entered the services of the company as a clerk at Centralia on July 1, 1915, and through ability advanced herself to the position of chief clerk, which position she held at the time of her death. She was well liked for her cheerful disposition which won her many friends. Her unexpected death was a great shock to all who knew her.



MISS HATTIE E. CUNNINGHAM

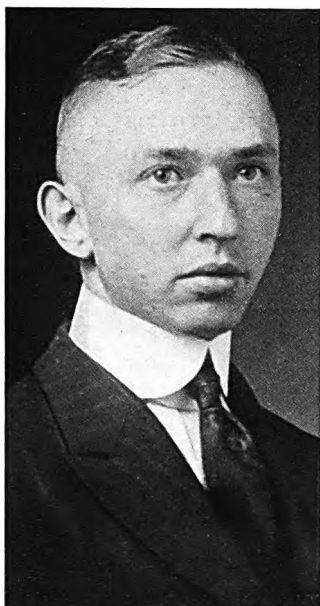
Parent Company of Bell System Forty Years Old

THE American Telephone and Telegraph Company is this year celebrating its fortieth corporate anniversary.

In writing its certificate of incorporation forty years ago, the organizers used some phrases which, in the light of later developments, seem strikingly prophetic. The anniversary being celebrated throughout the Bell System this year served to give point to these words from a document now four decades old and furnishes proof of the perfect clearness of vision of these pioneers of our national telephone system.

The purpose of the organization is significantly stated in the certificate to be: "To connect one or more points in each and every city, town, or place in the State of New York, with one or more points in each and every other city, town, or place in said state, and in each and every other of the United States, and in Canada and Mexico; and each and every of said cities, towns and places is to be connected with each and every other city, town, or place in said states and countries, and also by cable and other appropriate means with the rest of the known world."

It was to meet the demand for such a unified service, nationwide in scope, that on February 28, 1885, the American Telephone and Telegraph Company was founded. For the first fourteen years of its existence it was distinctly the telephone company of the long lines, but in 1899, it took over the central functions of the American Bell Telephone Company, since which time it has acted as the central organization of the Bell System, in addition to operating long distance traffic over the long lines.



WILLIAM SOBIESZYK



LOUIS H. HOCH

COMMON COLDS

By W. C. Rucker

Assistant Surgeon General, U. S. Public Health Service

THE most prevalent illness in the United States is the common cold, a disease group included under one name and considered of such minor importance that vital statistics do not record the enormous number of persons who annually are subjected to suffering, inconvenience and economic loss thereby. Remarkable as it may seem, the widespread familiarity with this condition has bred a contempt which hides its seriousness, yet when the sum total of the ravages committed by common colds is made it becomes evident that instead of being a group of trivial affections common colds must be classed as serious diseases.

The phrase "common colds," like "charity," covers a multitude of sanitary sins, and curiously enough the name has been applied to a group of affections which, far from depending absolutely on cold, are frequently the direct result of living in close, overheated surroundings having a lower relative humidity than the driest desert known to man.

The word "colds" means an acute infection of the lining membranes of the nose, tonsils, throat and larger bronchial tubes. The process may be even more extensive and amount to a general infection of the entire body. All of the breathing apparatus, excepting the smaller terminal portions in the lungs, may be involved, and as a matter of fact the disease may, and often does, spread to these, thus producing pneumonia. In this connection it may be pointed out that pneumonia kills more people in the United States than any other disease excepting tuberculosis and heart disease. Many pneumonias begin as a common cold. Colds do not produce tuberculosis, yet unfortunately what is considered as a cold may be in reality the first symptoms of the white plague.

The causes of colds are multiform and not entirely understood. In every case, however, they are dependent upon the growth and activity of living germs which are always received from other people. It is true that almost everybody harbors disease organisms in the mouth and nose, and that these under favorable conditions will produce a cold in their host. But these germs in every case were received from some other person. In other words, colds are infectious. It used to be thought that sitting in a draft or a prolonged stay in the swimming pool would produce a cold. This is erroneous, but the chilling of the body which the draft produces and the weakening of the vital forces caused by too long a swim lower the powers of resistance and permit germs which have hitherto been harmless to their host to produce their disastrous effects.

It is not necessary to describe a cold. Everybody is familiar with it in all its variations, from the simple ordinary coryza, which is a polite running at the nose, to the sore throat, the aching chest, fever and generally "knocked-out" feeling. The cough, the sneeze, the headache and the varying degrees of inefficiency which a cold produces are, alas, only too well known. Common colds occur in epidemics and are distinctly contagious. They sweep through an entire household, an entire city, an entire state, attacking the young, the adolescent, the middle aged, and frequently carrying off the aged, the weak and the debilitated. Schools, factories, stores are suddenly crippled by epidemics of this sort, and the complications and serious disorders following the disease add to the great economic loss produced in this way. Infection of the cavities beneath the cheeks and brows, ear derangements, chronic lung infections, rheumatism, heart disorders, kidney impairment and depressed vitality may all follow in the train of this widespread infection.

To prevent a cold it is necessary, first of all, to keep the body resistance at a high point of efficiency. This means that the

body machinery should be kept in good order at all times. Good wholesome food in proper amount, plenty of sleep, the careful attendance to the voiding of the body wastes, the taking of regular exercise in the open air, keeping the body clean, keeping the mouth and nose clean, the avoidance of hot, stuffy, dusty rooms, the avoidance of exposure to sudden changes of temperature, the prevention of the chilling of the body either by cold or wet, are all protective measures. It should be borne in mind, however, that even robust persons may contract colds from people who have them.

The germs of colds leave the body in the secretions of the mouth and nose. They enter the body through the same route. Thus a careless sneezer and the person who does not cover his mouth and nose when he coughs are breeders of these infections. The little living bodies which cause colds are so small that a million could rest on the head of a pin. When a person coughs or sneezes a fine spray carrying with it untold numbers of these germs is spread into the surrounding atmosphere to a distance of several feet and may be easily taken into the mouth and nose with the respired air. More direct contact, such as by kissing, the common drinking cup, the common roller towel, by pipes, toys, pencils, fingers, food and other things which have been contaminated by the mouth and nose secretions of a person having a cold may also carry the disease.

It is an obligation on the part of persons having colds to see to it that they do not spread these colds to somebody else. The person who neglects to cover his nose and mouth when he sneezes and coughs, the careless spitter, the person who permits his germ-laden discharges to contaminate things which are going to be handled by other people is a menace to the community. If such a person uses public swimming pools, if he is not amenable to reason and persist in distributing his infection, he should be avoided as a spreader of pestilence.

A good deal has been said about hardening people so that they will not contract colds. There is an element of danger in this, since to expose a weak person to the rigors of cold baths and cold drafts is apt to lower resistance, thus favoring the very condition which it is desired to avoid. At the same time it should not be forgotten that the Arctic explorer does not ordinarily have colds so long as he stays out in the open, and that it is not the engineer and fireman in the cold, drafty cab who have colds, but those who ride in the close, dusty, overheated coaches behind. When all is said, it must be admitted that dusty unventilated rooms perhaps play the greatest rôle in producing colds.

Since colds are a serious condition they should be treated as such. A great many people think that they have an infallible remedy for breaking up a cold. This may be harmless in itself, but usually it is not and consists of a combination of harmful drugs and alcohol, the latter usually preponderating. The sufferer takes these preparations in large quantities, and if he is strong enough he may survive them and eventually get the best of his cold. Self-medication or medication by untrained persons is always dangerous. It is especially dangerous to those having colds and should always be scrupulously avoided. As a rule, much time, inconvenience and suffering will be obviated by consulting an intelligent physician promptly. If this is not practicable, a brisk saline may be taken and the patient put to bed. This gives his body an opportunity to regain its vitality and at the same time isolates him from other people. The sick room should be well ventilated and the windows so opened as to keep the air moving freely. It is also wise to moisten the air a little bit by putting a pan of water on the radiator or over the register or on the stove. The handkerchiefs and bedding used by the patient should be sterilized by boiling. Kissing, and the use of drinking cups and towels, etc., in common with other members of the household should be forbidden, it being borne in mind constantly that colds are infectious and readily spread from one person to another.

A WARM, SOFT ROBE FOR YOUNG DAUGHTER

HERE is a robe for young daughter, cuddly, warm and invitingly useful and cozy on chilly mornings, or after a warm bath. The materials needed are thirteen balls of pink Prospect radiant worsted and one ball of white of the same worsted. A No. 5 bone crochet hook is used.

Pattern—Make a chain fifteen inches long.

First Row: Draw up a loop in second ch. from hook. *Skip one ch., draw up a loop in next ch., yarn over hook, draw through all three loops on hook, ch. one, draw up a loop in same st. *, repeat from * to * to end of row, draw up a loop in last st., yarn over, draw through both loops on hook, ch. 1, and turn.

Second Row: Draw up a loop in first st., taking up the whole st. of preceding row. *Skip one st., draw up a loop in next st., yarn over, draw through all three sts. loops on hook. Ch. one, draw up a loop in same st. *, repeat from * to * until end of row, draw up a loop in last st., yarn over, draw through both loops on hook, ch. one, turn.

Repeat second row for the entire robe.

Back—With pink yarn, make a ch. fifteen inches long, work pattern for four inches. Then decrease one pattern at each end every three inches until Robe is twenty inches (or desired length). Make a ch. seven inches long at each end for sleeves. Work four inches.

Front—Measure off four inches at center of row, for back of neck. Work along row to back of neck, turn, and on this short row work for one inch, then increase one pattern towards front at beginning of each row, twice, then ch. ten sts., for five patterns towards front, and work until sleeve measures eight inches. Omit sleeve sts. and work front same length as back, increasing one pattern every three inches towards side seam. Work other front to correspond.

Cuff—With white yarn, make a row of pattern. Then with pink, make fourteen rows, increasing one pattern at each end every other row. Change to white yarn and work two more rows of pattern. Sew robe neatly together.

Collar—With white yarn, make a row of pattern around neck. Change to pink, work ten rows of pattern, increasing two patterns every other row, at different intervals. Change to white yarn, work two rows of pattern. Now with white yarn, make a row all around robe in pattern st.

Cord—Crochet a cord with two strands of pink and two strands of white yarn, and trim with pompons, as illustrated.

Child's Slippers

Materials: *Prospect Radiant Worsted*—One ball Pink.
Prospect Radiant Worsted—One ball White.
One Bone Crochet Hook, No. 5.
One Pair Insoles, No. 7.

Pattern: Same as Robe.

Directions—Chain fifteen. Work eight patterns. Now work fourteen rows, increasing one pattern at center every other row. Now work eight patterns, turn, work thirty-two rows on this length, join on the side with a row of slip sts. With white yarn, work a row of pattern all around. Sew to soles. Make a chain twenty inches long and pull through top of slipper.

Careful washing will insure greater beauty for knitted garments. Before washing, lay knitted garment flat on table and measure length, width, back, front, underarms, etc., so that garment may again be shaped to original size. Into a washbowl, put two tablespoonfuls of any soap flakes containing pure cocoanut oil; add hot water, then cold to make suds lukewarm. Squeeze suds



THE BARBARA

A cuddly, deep, soft robe, with slippers to match. Inviting, useful and cozy on chilly mornings or after a warm bath.

gently through the soiled parts. Rinse in three lukewarm waters. Do not rub, twist or lift above water. Dry flat over absorbent cloth, in even temperature away from sun or steam and out of wind or cold. Before quite dry, shape to measurements taken before washing.

"Safety First"

By Anna Higgins, Repair Clerk, Sterling

SING a song of six pence,
An operator gay,
Was taking down connections,
In a careless way.

The supervisor told her,
Of the danger there,
But all the warning went to naught,
'Cause she didn't care.

She didn't seem to think,
As the plugs flew about,
That just a little instrument,
Could put someone's eye out.

The "Safety First" committee,
Had signs about the place,
For each to practice "Safety First,"
And get within the race.

But this girl didn't read them,
She only thought it sport,
To laugh at their endeavors,
Of coöperation to exhort.

O' heartless was this morn'
As her plugs went sailin' by,
One hit the girl beside her,
And put out her eye.

Yes, she was sorry then,
But it was too late,
Her tears couldn't bring back,
The sight of her work-mate.

So from the little story,
Of this unfortunate one,
Each day we'll practice "Safety First,"
Then our day's well done.



"EXCUSE IT, PLEASE!"



Now Isn't That Just Criminal?

"Vera darling."

It was a lovely masculine voice that floated this message across the wire to me as I opened my key at Information. For a minute I hesitated.

I wondered whether I ought to close the key and disconnect him. Yet his voice was so charming. But I had heard just such lovely voices before and knew that often their owners were the very best wife beaters on earth.

"This is Information," I repeated.

"Vera darling," he began again.

I glanced furtively around the room. Not a single supervisor was near the board. And then I decided that the man might be as lovely as his voice. It would be divine to talk to him for awhile, listen to him say "Vera, darling," and other things, perhaps I might meet him, and then, one never can tell in this little world of ours, you know.

In a delirium of joy I opened my key, and in a voice that aimed to be sweetness plus, murmured, "Yes?"

"Say, Information, I'd like to know what kind of service you call this. I want the telephone number of Vera Darling, 261 River-view Avenue, and I want it quick. You've kept me waiting for almost ten minutes," he said.

Somehow his voice wasn't quite so lovely.

Now, isn't that just criminal?

The Worst Is Yet to Come

"Ah shuah does pity you," said a colored pugilist to his opponent as they squared off. "Ah was bohn with boxin' gloves on."

"Maybe you was," retorted the other, "and ah reckon you's goin' to die the same way."—*Kablegram*.

"I wish now," said the lecturer, "to tax your memory."

A wail in the audience. "Has it come to that?"—*Edinburgh Scotsman*.

A service station is a place where you take your new automobile to get the thumbprints of the mechanics.—*New York Sun*.



© Life Pub. Co.

CREDIT WHERE CREDIT'S DUE

Doctor: YOUNG MAN, YOU OWE YOUR VERY REMARKABLE RECOVERY TO YOUR WIFE'S TENDER CARE.

"IT'S KIND OF YOU TO TELL ME, DOC. I SHALL MAKE OUT THE CHECK TO MY WIFE."

'Tain't Wuth It

It was in a country store in Arkansas. A one-gallus customer drifted in. "Gimme a nickel's worth of asafotida." The clerk poured some asafotida in a paper bag and pushed it across the counter.

"Cha'ge it," drawled the customer.

"What's your name?" asked the clerk.

"Honeyfunkel."

"Take it," said the clerk. "I wouldn't write asafotida and Honeyfunkel for five cents."

The Hero

Voice from next room: "And if you do that again I'll throw you out the window *!%@-c* you!"

Voice from this room: "Hey, Eddie, who's the little guy you're talking to?"—*Carnegie Puppet*.

Nimble Doc

Doctor: "Undoubtedly you need more exercise; what is your occupation?"

Patient: "I'm a piano mover."

Doctor (recovering quickly): "Well—er—hereafter move two at a time."

Signs of the Times

"Why these muddy streets?" asked the tourist stopping at Spindleburg. "Have you no town pride?"

"That ain't mud, stranger," replied the country store clerk.

"That's Ford axle grease."—*Kablegram*.

No Food for Thought

She: "Something is preying on Dick's mind."

He: "Never mind, it will die of starvation."—*Dartmouth Jack o' Lantern*.

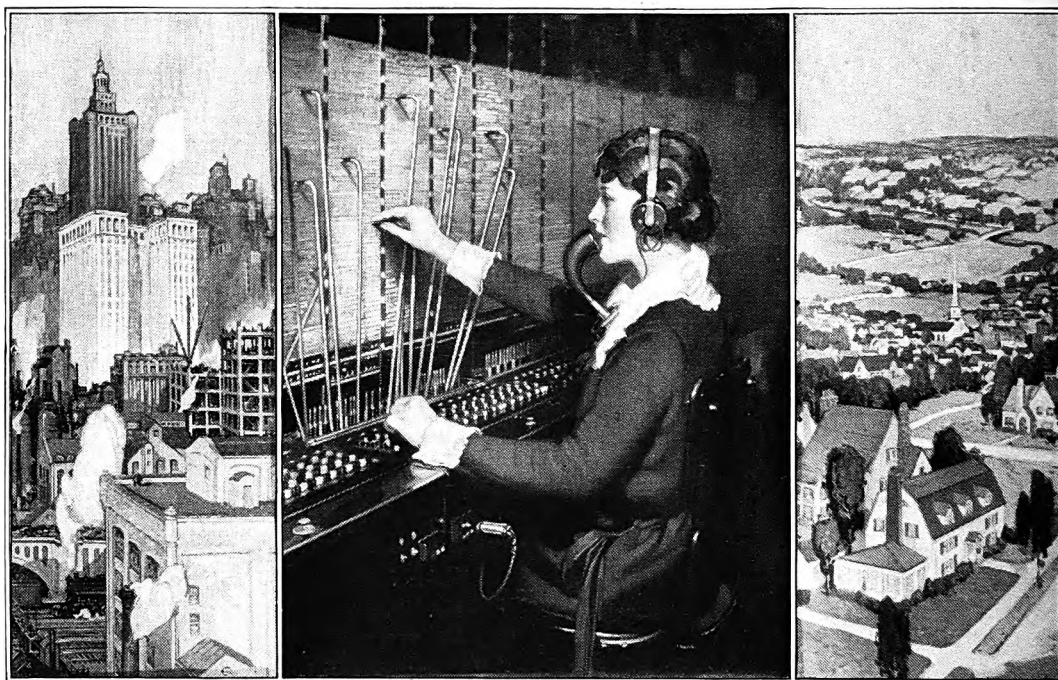
A tear for the girl in the Lincoln,

Who swore she could drive without think-coln,

While indulging in talk She steered off the dock,

And the ferry men claim she's still sinkoln.

—*Penn. Punch Bowl*.



At your service

The courteous girl at the switchboard speaks the first word in more than two million conversations an hour. Presiding day and night at the busy intersections of speech, she is always at the call of the nation's homes, farms and offices.

Out of sight, and most of the time out of hearing of the subscribers, little is known of the switchboard girl—of her training and supervision under careful teachers, and of her swift and skilful work. Likewise, little is known of the engineering problems necessary to bring the terminals of fifteen million

telephones within the reach of a girl's arm, or of the ceaseless work of maintenance which in fair weather and storm keeps the mechanism fit and the wires open.

America's millions of people must have at their command means of direct and instant communication, and the Bell System must ever be in tune with the demands of national service.

These are the components of America's system of telephony: The best of engineering, of manufacture, of facilities—and a personnel trained and eager to serve.



**AMERICAN TELEPHONE AND TELEGRAPH COMPANY
AND ASSOCIATED COMPANIES**

BELL SYSTEM

One Policy, One System, Universal Service

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UNIVERSITY OF ILLINOIS

BELL TELEPHONE NEWS



APRIL

1925

THE BRIDGE AT CONCORD



JUST 150 years ago this month, the American patriots fired the first shot in the war for national independence. Every school boy and girl has read the stirring poem by Longfellow describing the midnight ride of Paul Revere, who spread "through every Middlesex village and farm" the cry, "The British are coming!"

On the night of April 18, 1775, the commander of the king's forces in Boston sent a regiment of Redcoats, under command of Major Pitcairn, to destroy some military stores in Concord. Rumors of this movement had reached the American patriots and Revere and Dawes rode through the night to arouse the countryside. About daylight the British reached Lexington, where a small body of the Minute Men drew up in line and opposed them. Here the first blood was shed, but the American force was so small that it gave way and the British continued their march to Concord.

Our front cover shows the historic bridge where the Minute Men and the embattled farmers waited for the oncoming British and gave them their first defeat. After a stubborn battle the Americans held the bridge and the British started on their disastrous retreat to Boston.

It would be curious to speculate on how these things might have transpired if the Americans of that day had possessed our present day telephone service with its manifold possibilities of instant alarm. It would have been unnecessary for Paul Revere to have ridden through the night as every Minute Man in every village and on every farm could have been reached by telephone. But in that case the British strategy might have been different, as the art of warfare changes with the progress of invention.

BELL TELEPHONE NEWS

Volume 14

CHICAGO, ILL., APRIL, 1925

Number 9

BRINGING THE INAUGURATION CLOSE TO HOME

Bell System Carries the Scenes and Ceremonies Across the Continent As President Coolidge Takes Office

By T. T. Cook, Editor, *Long Lines*

IN Washington, D. C., a news photographer edged warily through the inaugural crowd, waited patiently until his moment arrived, raised his camera and grabbed a couple of shots of Calvin Coolidge taking the oath of office.

He whipped out the filmholder, shoved it into the hands of a messenger and said, "Here you are; rush—23 B Street, Northwest."

The messenger dashed across the Capitol's green turf and asphalt driveways to an obscure little building two blocks away. Up one flight of stairs, down a long narrow room and he in turn shouted, "Here you are," and tossed the anxiously awaited package to a darkroom man.

Then followed the usual mysterious rites that take place in a photographic developing closet. But in better than usual time the darkroom man stepped out with a wet and glistening film. An outwardly calm picture machine operator relieved him of it, held it up to the light, murmured, "Looks pretty good to me," and called over his shoulder to a telegraph operator, hand on key, "Tell 'em we're ready to send."

The Morse instrument clattered for a moment and fell silent. The picture machine man rolled the film into a cylinder resembling the old-fashioned phonograph record, slipped it into the sending apparatus, closed a lid down over it—and waited, with one eye on the telegraph operator.

"Start!" shouted the Morse man as the last O. K. clicked off the sounder.

The picture machine operator pressed a button, a tiny, bright beam of light worked its way steadily from end to end of the cylindrical film. Seven minutes later the picture was in New York, Chicago and San Francisco.

Thus another dream of the scientists came into practical use. This time it was the American Telephone and Telegraph Company's new system of electrically transmitting photographs by telephone wires. On Inauguration Day it had its baptism of fire and came through unscathed and with flying colors.

Nine photographs recording the high spots of the inaugural ceremonies as they "broke" were promptly sent over the transcontinental lines. As quickly as they arrived and were developed, duplicate prints were made and distributed to waiting representatives of the press. All of the cities mentioned reported the successful receipt and publication of excellent photographs at a speed indicating a new chapter in the history of news picture distribution.

The purpose of the inaugural test was to demonstrate the capabilities over transcontinental distances of the new system. Four cities were connected together, the arrangements being such that pictures were sent from Washington, D. C., to New York, Chicago and San Francisco simultaneously. The length of the telephone line between Washington and San Francisco via New York is about 3,600 miles.

This system of transmitting pictures electrically was first publicly tested in essentially its present form in May, 1924. The demonstration of March 4 was in anticipation of the opening of a transcontinental picture transmission service shortly to be announced.

The system is a development of the engineers of the American

Telephone and Telegraph Company and the Bell Telephone Laboratories, Incorporated. It is the outcome of work covering several years and provides a simple, rapid and accurate picture transmitting system which will operate over a telephone line. The apparatus represents the association of many recent inventions by telephone engineers together with standard types of telephone and telegraph apparatus which have been readapted to this new use.

Method Employed

The simplicity of the method is such that a positive transparency film is suitable for transmission. The apparatus is so designed as to transmit a picture five inches by seven inches in seven minutes. The picture is received in such form that after photographic development of the usual sort it is practically undistinguishable from an ordinary photograph and is ready for newspaper or other reproduction. Line drawings, handwriting and printing can also be transmitted. As films can be used for transmission while still wet, the system eliminates the delay which would otherwise be caused by drying and by making special sending plates.

The film upon which a picture has been transferred is inserted in the transmitter simply by rolling it up in a cylindrical form. During operation a very small and intense beam of light shines through the film onto a photoelectric cell within. The film is rotated at a uniform speed and by means of a screw mechanism is caused to advance parallel to the axis of the cylinder. The motion of the light relative to the cylinder is therefore the same as that of a phonograph needle relative to a cylindrical record. In this way, each minute portion of the picture in turn affects the intensity of the light reaching the photoelectric cell. This variation in the amount of light striking the sensitive surface of the cell gives rise to a current which, through the agency of a vacuum tube amplifier and modulator, controls the current flowing through the telephone line.

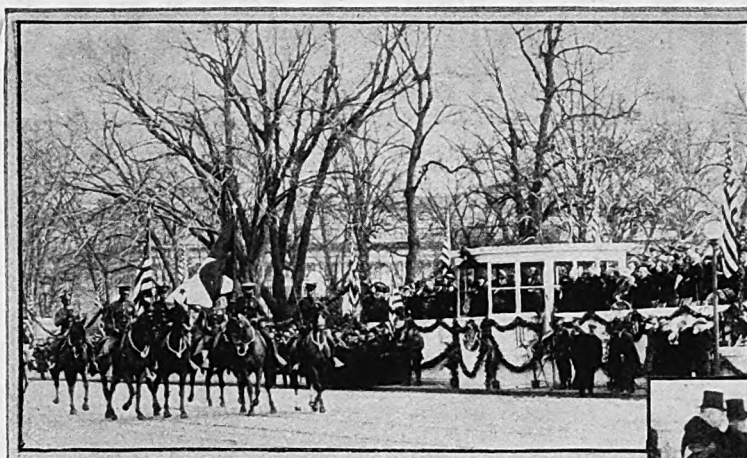
At the receiving end an unexposed photographic film is rotated under a beam of light in a manner similar to that at the transmitting end. The two films are caused to rotate at exactly the same speed and the impulses starting from the photoelectric cell at the sending end control, by means of a new device known as a light valve, the amount of light reaching the film at the receiving end.

Regarding the use of the system, officials of the Long Lines Department, A. T. and T. Company, announced that the extent to which it is installed on long distance lines will depend entirely upon the demand which arises for the service. As has been demonstrated in previous tests, the system is also applicable to radio transmission of pictures when atmospheric conditions are such that steadiness of transmission and freedom from interference can be assured.

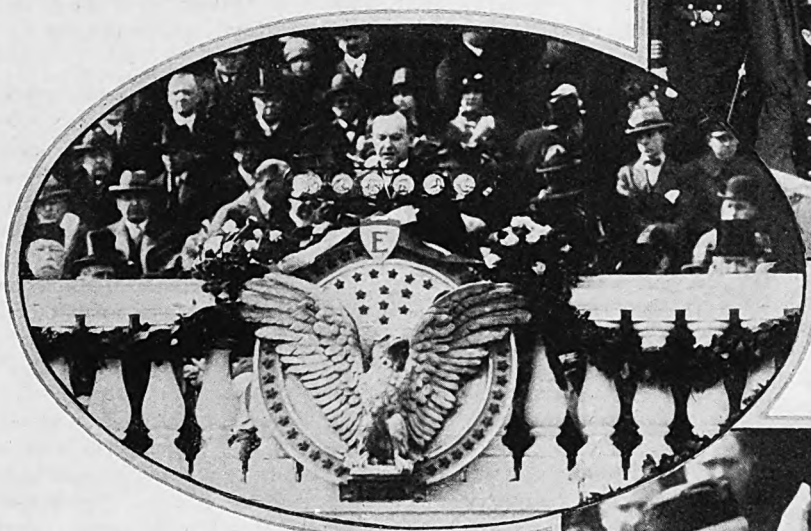
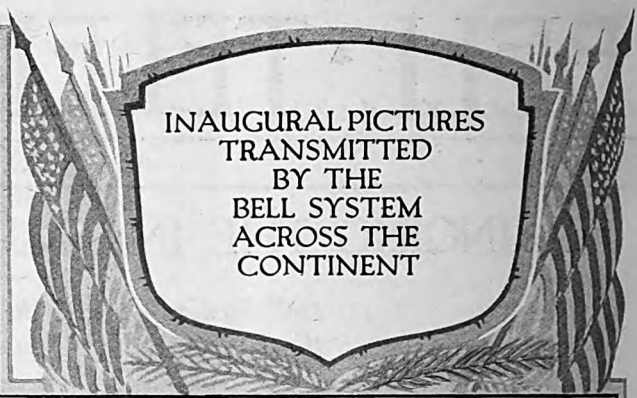
Early in April it is hoped to have the picture transmission service ready for commercial use between New York, Chicago and San Francisco. Anyone in either of these three cities will then be able to send a photograph to any person in one or both of the other cities.

Bell Wires Link Broadcasting Stations

As it was the most recent achievement of the Bell System, the electrical transmission of pictures on Inauguration Day naturally overshadowed the other communication activities from the stand-



Part of the parade passing the glass-enclosed reviewing stand. Note the great amount of detail shown. This illustration, like the three below it, was made for the Bell Telephone News from pictures sent over the Bell wires March 4.



Above—President Coolidge delivering his inauguration address after taking office "in his own right."

Right—Chief Justice Taft administering the oath of office. In a little more than an hour after this picture was taken in Washington, it appeared in newspapers on the streets of New York, Chicago and San Francisco.



The President and Mrs. Coolidge with Senator Curtis, starting from the White House for the Capitol, where the oath was administered. The photographic prints made in distant cities from wire-transmitted pictures have all the qualities of prints made directly from the original negatives.



PHOTOGRAPHS BY TELEPHONE WIRES

Pictures of Inauguration of President Coolidge transmitted from Washington to Chicago over LINES OF BELL SYSTEM MARCH 4, 1925



President and Mrs. Coolidge leaving the White House for the Capitol.



President Coolidge in the glass-enclosed reviewing stand.



President Coolidge and Chief Justice Taft.



Chief Justice Taft administering the oath of office.



President Coolidge and Mrs. Coolidge in the White House.



A part of the parade passing the reviewing stand.



President Coolidge and Mrs. Coolidge with Senator Curtis.



President and Mrs. Coolidge with the President's family.



A crowd of people gathered for the inauguration.



President and Mrs. Coolidge.

As fast as the wire-transmitted pictures were received in Chicago, they were displayed, as shown at the left, in the window of the Bell Telephone Building. Comment among the spectators constantly before the window ran from, "What shall we expect next," to "I don't believe it."

point of news value. To the country at large, however, the other phases were at least equally important. "Business as usual—and plenty of it" was the slogan of the day in the fields of radio broadcasting, press and message service.

First in importance, from the number of people directly concerned, stood the radio broadcasting and the loud speaker activities. The actual number of broadcasting stations linked together by our circuits did not equal the previous high water mark of twenty-seven reached last fall. But from their geographical location the stations were able to cover as large an area as in any demonstration to date, while the total of those who listened to the inauguration ceremonies thus broadcast, according to all estimates, surpassed any former audience. "It was the climax of my career as an announcer," declared Graham McNamee, W E A F's announcer, in a newspaper interview.

Regular and emergency microphones carried the program of ceremonies from the speaker's platform under the east portico of the Capitol to station W E A F and through it over Long Lines circuits to twenty other stations. From a glass enclosed booth near the president's stand the announcer and his assistant had a close view of the occurrences and described them to the unseen audience of millions. In addition, two more microphones were installed, one to transmit the music from the famous Marine Band, the other so arranged that it could be switched at will to the band or the platform.

Over an area extending from Massachusetts to California and Minnesota to Georgia, through the twenty-one radio broadcasting stations, listeners at elaborate, many tubed receiving sets, or simple, home-made "hookups" heard Calvin Coolidge take the oath of office as thirtieth president of the United States. In hotel lobbies and dining rooms, assembly halls, public parks, clubs, offices, stores and other gathering places, crowds listened intently to sets equipped with loud speakers. In some cases these were installed and operated by associated companies of the Bell System. At Cleveland, Chicago, New York and Detroit, for example, loud speakers received the program directly from the circuits leading from Washington.

One of the most interesting developments of the day was the effort in many sections of the country to enable school children and undergraduates at colleges to listen in on the ceremonies. A look back at your own school days will recall the dry-as-dust printed description of the induction into office of a president. Contrast this with actually listening to the ceremony—and be not surprised if son or daughter, young brother or sister, checks you up on your knowledge of civics.

In some places the educational authorities made splendidly systematic arrangements of this description. At Cincinnati, for instance, receiving outfits with loud speakers were placed in every high school and grade school. Here and there through the rural sections even the little red schoolhouse had its radio expert among the students, who brought his set to school and put it up for all to enjoy.

The president's speech and the attendant ceremonies were brought to the ears of nearly a quarter of the entire population of the country. A glance at the list of broadcasting stations joined by our circuits gives an idea of the way the country was covered: K L X, Oakland, Cal.; K P O, San Francisco; W H O, Des Moines; W C C O, Minneapolis; W M A Q, Chicago; W L W, Cincinnati; W E A R, Cleveland; W W J, Detroit; W G R, Buffalo; W T I C, Hartford; W D B H, Worcester; W O O, Philadelphia; W S B, Atlanta; W J A R, Providence; W E A F, New York; K L Z, Denver; W D A F, Kansas City; W C A E, Pittsburgh; K F I, Los Angeles; W E E I, Boston; W F B L, Syracuse.

Everything considered—picture, transmission, radio broadcasting, press service and telephone traffic—the Bell System had a big job on its hands the day Calvin Coolidge returned to the White House "in his own right" and, by reason of the teamwork which

is the hallmark of Bell success, handled it creditably and in a most workmanlike manner.

Charles Barnett Succeeds W. E. Bell

CHARLES BARNETT, commercial representative of the American Telephone and Telegraph Company in the Chicago District, has been appointed to take up the duties of the late William E. Bell, division commercial superintendent, Long Lines Division. However, Mr. Barnett retains his present title, as the title of division commercial superintendent lapsed with the death of Mr. Bell.

Although a young man, Mr. Barnett has been in the Bell Service for more than twenty-six years, having started as messenger boy for the Chicago Telephone Company, September 12, 1898. He progressed upward through several stages, and on October 1, 1905, was transferred to the American Telephone and Telegraph Company as a clerk. He was made chief clerk to Mr. Bell in 1908, later being appointed commercial representative.



CHARLES BARNETT

Mr. Barnett assumed his new duties February 12.

The Fight Against Sleet

LITTLE recourse is available to a telephone company in the face of a sleet storm such as that of last December, says the *Bell Telephone Quarterly*. Where the wires are in cables the damage is not so severe as where there is open wire construction. And it is of interest that at present over half the entire toll wire mileage of the company is in cables.

Rain and a freezing temperature—the simple elements of a sleet storm—produce a condition that cannot be combatted by any physical means. When wires, trees, and shrubs bend beneath their coating of crystal, there is nothing to do but watch it in admiration, heave a sigh, and be glad if there is no wind to increase the loss.

The only defense left to the public utility company is the ingenuity of its management and the loyalty of its employees. A test of that devotion to the public service was given last December and early this year, and the employees ranked high.

Standardization of equipment, judicious financing, and accumulation of reserve material help enormously in restoring storm damage. We are told in this connection, that in spite of the wide extent of the recent storm, covering several states, only one per cent of the toll wire mileage of the company was affected.

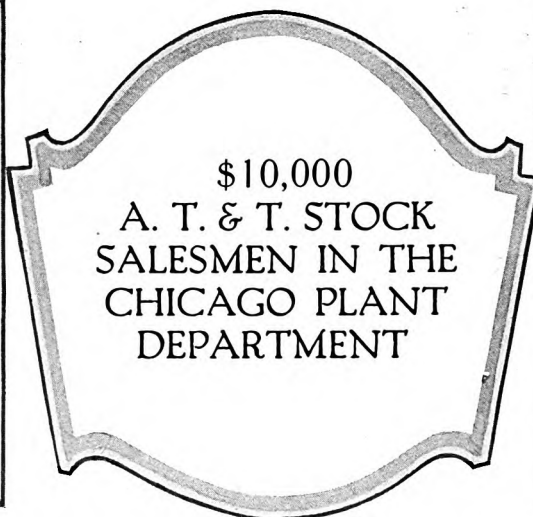
But, after all, it depends on the willingness of men to meet the emergency, whether or not service is restored. The old human equation persists as the determining factor.—Editorial from *Detroit Review*.

Detroit Has Annual Increase of 20,000 Telephones

THE telephone is growing in Detroit at the rate of about 20,000 instruments a year. Recently Detroit's 200,000th telephone was installed. In 1877 there were but two telephones in Detroit and they were in use between the drug store of Frederick Stearns and his laboratory and chemical shop. By a coincidence the 200,000th telephone was placed in the home of an employee of the firm, the founder of which was the first user of the telephone in Detroit.



WALTER H. INBUSCH.
Plant Engineering Assistant.
100 shares.



FRED W. GOEBEL.
Humboldt Wire Chief.
108 shares.



A. J. SHERIDAN.
Plant Engineering Assistant.
131 shares.



WILLIAM HALLARN.
Station Installation Foreman.
104 shares.



H. J. DOHENY.
District Plant Engineer.
110 shares.

Letters Tell of Good Service Given Subscribers

"PERMIT me to express my personal appreciation for the courtesy of your office in getting through a special call to Miami, Fla.," says a recent letter from Walker G. Mc-Laury, vice president of The National Bank of the Republic, to R. L. Holden, Long Lines traffic manager. The letter tells further how the call enabled a physician to suggest a change in the treatment of a dangerously ill patient and eventually save a life. Miss N. Van Derck was the Long Lines operator who handled this call.

Miss Florence Zoehler, Waukegan operator, was highly commended in a letter from Nicholas M. Keller, commissioner of streets and public improvements of that town, for the patience and courtesy she displayed in putting through a long distance call for Mr. Keller.

Leon B. Ecker, of the Mutual Benefit Life Insurance Company, recently had difficulty in obtaining a number and appealed to Miss Catherine Welter, Hyde Park junior supervisor. After repeated attempts Miss Welter succeeded in obtaining the number and later in a letter Mr. Ecker said, "Her untiring efforts of procuring the party were very highly appreciated."

"We wish to express to you our satisfaction for the efficient way that you moved our switchboard from our old building to our present location," says a letter from R. L. Redheffer, president of the Amalgamated Trust and Savings Bank. The men involved in this work were W. H. Bates, J. J. Small and J. A. Freeman of the Chicago Plant Department.

"Dr. Black and I would like to thank you and your night operators for the young man which you sent to help me at the switchboard and for the very prompt and considerate service we received over the Del Prado Hotel switchboard during the fire last night. It is a joy to know that we can depend so heartily on the telephone company's coöperation," says a letter from Mary C. Black. M. F. Kimport of the Chicago night maintenance force and Misses A. Vranek, E. Klick and O. Simonson and Mrs. W. Chappelle of the Hyde Park Traffic force were the telephone folks involved.

C. B. Owens of the O-G Company, florists, has written to the company to commend Miss Lopina of the Chicago Commercial Department. He reports that in his many dealings with the Commercial Department he has always asked for this young lady and has always received courteous and satisfactory treatment.

A. T. & T. COMPANY ISSUES ANNUAL REPORT

Statement from Directors to 345,000 Stockholders Is a Record of Continuing Growth of Telephone Business

BELOW is given a summary of the annual report of the American Telephone and Telegraph Company. The report was made by the directors of the company to the more than 345,000 stockholders to whom it was mailed. Anyone desiring a copy of the complete report may obtain one by applying to any telephone office.

The summary follows:

The annual report of the directors of the American Telephone and Telegraph Company to its more than 345,000 stockholders is a record of the continuing growth of the telephone business. Chairman H. B. Thayer includes in the report the significant statistics of the Bell System as a whole and presents clearly the problems and the policy of the management. He calls attention to the fact that the rate adjustments of the Associated Companies as a whole are adjustments to the present value of the dollar, rather than increases in the percentage of net earnings on property over what has been customary

in the past. The only exceptions are in those few places where rates before the war were not adequate. It is noted in this connection that while dividend and interest charges of the Bell System in 1914 amounted to 4.96 per cent upon the book value of its property, in 1924 they amounted to only 4.87 per cent.

The charges for telephone service have, on the average advanced less during the past ten years than wages or the prices of materials or the cost of living. This is equivalent to saying that measured in terms of wages or material prices or cost of living, the average charge for telephone service has been reduced.

The principles of rate regulation applicable to telephone service have been greatly clarified in recent years and some of them have been well established. It is reasonable to expect that this should simplify the work of both commissions and the companies in such rate readjustments as changes in conditions may make necessary or desirable.

Notwithstanding the fact that general business activity was relatively less in 1924 than 1923, the average daily exchange and toll connections, in 1924 were forty-five million, that is 7.1 per cent in excess of 1923. Both as to the speed and accuracy of making these connections, the standards of the System were fully maintained and the 1924 service results were superior to those of any preceding year. The total net gain of Bell-owned telephones for the year was 836,163.

The personnel of the Bell System continues to produce satisfactory results, and the morale is excellent. The turnover in the working forces is back to the pre-war level, the figures showing that the percentage leaving the service is less than in any year since 1916.

An efficient method has been developed for electrically trans-

mitting photographs, drawings, handwriting, finger prints, and so forth, over telephone circuits. The first public demonstration of this method was made on May 19, 1924, when pictures were transmitted from Cleveland to New York City in the presence of newspapers, press associations and others. During the National Republican Convention pictures of interest in connection there-

with were taken and transmitted from Cleveland to New York, and during the National Democratic Convention similar pictures were taken and transmitted from New York to Chicago. These pictures were widely published in newspapers and magazines.

Further developments in the use of the wire lines for connecting radio stations have permitted practically nation-wide broadcasting of important public events. A notable example was the nation-wide mobilization of communication by wire and wireless for the United States Army on Defense Test Day.

To better meet the future needs of the System a new organization to be

known as Bell Telephone Laboratories, Incorporated, has been formed. This new organization, which is owned jointly by the American Telephone and Telegraph Company and the Western Electric Company, has taken over all of the research and development functions hitherto performed for the Bell System in the engineering department of the Western Electric Company, and it is believed that the new arrangement will make for a more efficient and economical carrying on of the fundamental work designed to improve and advance the communication art.

Bell System Statistics

It is shown that there is one Bell-owned or Bell-connecting telephone station for each seven of the total population of the United States. At the end of the year there were 11,242,318 Bell-owned stations and 4,664,232 Bell-connecting stations. There were 39,893,619 miles of exchange and toll wire owned in the Bell System, an increase during 1924 of 5,369,777 miles. About sixty-seven per cent of the total wire mileage was in underground cable and more than twenty-two per cent in aerial cable, with only about eleven per cent in open wire.

Net additions to plant in 1924, comprising mainly real estate, equipment, exchange and toll lines, amounted to \$287,975,923 and were the largest in the history of the Bell System. They exceed by approximately \$38,248,000 the net addition in 1923.

The number of employees in the American Telephone and Telegraph Company and the Associated Operating Companies was, at the end of the year, 279,659.

The income statement, with inter-company duplications excluded, showed total operating revenues of \$657,588,849 and total operating expenses of \$466,614,275. Taxes amounted to over fifty million dollars. Interest charges were \$41,531,071. The net in-



DIVIDEND PAYMENTS LEAVING THE AMERICAN TELEPHONE AND TELEGRAPH COMPANY'S BUILDING AT 195 BROADWAY, NEW YORK, FOR THE POST OFFICE. NEARLY A HUNDRED MAIL SACKS ARE REQUIRED FOR THESE CHECKS.

come available for dividends was \$107,245,548. Dividends paid amounted to \$82,602,906, leaving a balance of \$24,642,642.

Surplus earnings, together with the funds made available through charges to expenses for depreciation, have been invested in the telephone business and have thus reduced the amount of new capital which it would otherwise have been necessary to obtain from the public.

During 1924 the investment in telephone plant increased approximately \$288,000,000. At the end of the year this investment included more than \$216,000,000 in land and buildings, \$807,000,000 in central office and subscribers' equipment and \$1,138,000,000 in outside plant in the form of poles, wires, cables, conduit, the balance being mainly represented by construction work in progress.

The total assets at the end of the year were \$2,664,194,546. The funded debt of the System increased only about \$72,000 during the year, while the capital stock, including installments, increased approximately \$202,000,000. Of this increase in the capital stock, more than \$163,000,000 was in the stock of the American Telephone and Telegraph Company, the remainder being in common and preferred stocks of the Associated Companies outstanding in the hands of the public.

Financial Statement of the American Telephone and Telegraph Company

The American Telephone and Telegraph Company in 1924, after meeting all operating charges, making adequate provision for depreciation and obsolescence and for federal and all other taxes chargeable against 1924 earnings, had net earnings available for interest and dividends of \$107,619,362.82, an increase of \$12,229,444.79 over 1923. Interest charges were \$16,573,041.41, an increase over 1923 of \$2,875,304.75, leaving as net income available for dividends the amount of \$91,146,321.41, or \$11.31 per share on the average amount of capital stock outstanding during the year.

Dividend charges amount to \$70,918,227.27, an increase of \$7,643,839.17 over 1923, reflecting the increased capital stock outstanding. Of the resulting balance of \$20,128,094.14 there was appropriated for contingencies \$3,000,000 and the remainder, \$17,128,094.14, was carried to surplus.

It is a conservative statement that the dividend of nine per cent represents a return of not more than five per cent on the value of the company's property, less the amount of its debt.

The company has the largest number of stockholders of any corporation in the world and none has its shares more widely distributed. Of the 345,466 stockholders of record, one-sixth are employees of the Bell System owning an average of nine shares each.

In order to provide a margin over the requirements for the ensuing year and for the issue of additional capital stock at some future date, if and when it shall be found desirable, it is recommended that the authorized share capital stock of the company be increased from \$1,000,000,000 to \$1,500,000,000 at the forthcoming annual meeting of the stockholders. No new stock offering is contemplated in 1925.

Australia Suffers Telephone Shortage

THERE are long waiting lists of applicants for telephone service in the important Australian commercial centers of Sydney and Melbourne, says a recent report from the U. S. assistant trade commissioner at the latter city.

The telephone system of Australia is owned and operated by the Federal Government of the Australian Commonwealth, and this report declares: "The large waiting lists of applicants for service in both the Sydney and Melbourne districts can be directly attributed to the delay on the part of the Federal Government in placing orders, rather than to any real shortage of instruments or supplies."

The assistant trade commissioner expresses the opinion that the amount of equipment delivered to the Melbourne system would be sufficient to keep pace with the demand provided it were installed immediately, but as it usually takes the government from nine months to a year to place it in service, the shortage at the end of that period will probably be as large as it is at present. The report adds that the same explanation applies to the shortage in the Sydney district.

We've All Got Money Up On This Fight

By R. C. Barr

ALL ready for the big fight—Kid Safety vs. Battling Accident. The Kid is small but he packs a wicked wallop in those mitts. He knows the Battler's weak spots and lands his punches where they count. He's game, too. He's been down many a time but never out.

Battling Accident is a big bruiser who has been in the ring longer than anyone can remember. For years he was champion just because he "buffaloed" his opponents. But about thirteen years ago industrial plants in this country began to get wise to him and he began to totter. He never had any science and scored all his knockouts by slugging.

The Battler has a yellow streak in him. When the fight fans start yelling for his blood he gets rattled and Kid Safety lands on his jaw like a steam hammer on a steel billet.

But don't get the idea that the Battler is no longer dangerous. Nothing gives him more encouragement than to hear the fans say "Aw what's the use. He can't be knocked out." And too often when Accident gets groggy after a bad round his opponent gets too confident and is caught off his guard.

We've all got money up on Kid Safety. A victory for him means more cash in our pockets and more happiness for our families. Let's turn out and give him the support he deserves.

Now let's all root for Kid Safety.



WE'VE ALL GOT MONEY UP ON THIS FIGHT

PROFESSOR PUPIN WRITES AUTOBIOGRAPHY

Among Other Things Tells of Invention of Loading Coil Now So Important and Widely Used in Telephone Transmission

PROFESSOR MICHAEL PUPIN, inventor of the loading coil so well known to telephone workers, and now professor of electro mechanics at Columbia University, New York, has several interesting references to the telephone in his autobiographical volume, "From Immigrant to Inventor," recently published by Charles Scribner's Sons.

The book is a graphic and fascinating account of a career ranging from herdsman's assistant on the Serbian plains to an honored place among scientists of modern times. Landing in America at the age of sixteen, an immigrant, alone, destitute and friendless, this Serbian boy passed through amazing vicissitudes before obtaining the education upon which his genius founded its achievements. The story of the man himself, as told so delightfully in this volume, is almost as interesting as is the story of his scientific accomplishments.

Of particular interest to Bell System workers are the pages relating to the leading coil. It was during the summer of 1894 that the idea of introducing suitable induction coils along telephone wires at certain distances, and thereby greatly improving long distance transmission, came to him. With Mrs. Pupin he had gone to a little hotel on Lake Wennensee in Switzerland, to prepare his lectures on the mathematical theory of sound. While taking a walking tour through the Furk pass, the solution of the problem which he had been pondering occurred to him, but the theory could not be put to an experimental test until his return to America. Even then there was the difficulty of carrying out demonstrations on actual telephone conductors without disclosing his solution of a theory for which he had not as yet obtained a satisfactory experimental proof, not to mention the question of providing for the large expenditure involved.

Finally, however, the tests were made and the patent was taken out and, to quote the words of Prof. Pupin himself:

"About a year from the date of my application for patent, the American Telephone and Telegraph Company acquired my American patent rights, treating me most generously. It gave me what I asked; my friends thought that I had not asked enough, but to a native of Idvor a dollar looks much bigger than to a native of New York, who may be a next-door neighbor to some Morgan or Rockefeller. Besides, the opinion of the highest telephone authority in the world that my solution of the extended Lagrangian problem had a very important technical value was much more gratifying to me than all the money in the world."

The Pupin coil is now known all over the world but, as Prof. Pupin explains, many people think that the coil itself is the invention. Regarding the invention itself, he says:

"The invention made it possible to give the telephone service, which is now being given, at a lower rate than would have been possible if one hundred million dollars more had been spent. Every good invention benefits the public immeasurably more than it benefits the inventor or the corporation which exploits the invention. I certainly consider myself a public benefactor, and the National Institute of Social Sciences called me so when it gave me a gold medal almost as big as the full moon. But this gift would have made me much more happy if the institute had at the same time given another gold medal to the American Telephone and Telegraph Company.

"Some fifteen years ago, when Frederick P. Fish, the famous patent attorney, was the president of the American Telephone and Telegraph Company, I asked him in the course of a conversation whether he would like to sell me back my invention. 'Yes,' said he, 'but only if you will buy the whole telephone company with it.

Our whole plant has been adjusted to the invention, and when one goes the other also must go. The invention has enabled us to detect many defects in our transmission system, and if it had done nothing else than that it would have been worth at least ten times what we paid you. It is the greatest faultfinder that we ever struck, and it is the only form of faultfinder for which we have any use."

"A progressive industrial organization courts the criticism of an accurate and friendly faultfinder. It leads to research and development, and that supplies the vital energy to every industry. Twenty-five years ago the American Telephone and Telegraph Company had a small laboratory in Boston, where it did all its scientific research and development. But, presently, faultfinders like my inventions, moved into the peaceful and drowsy precincts of that tiny laboratory, and stirred up the engineers and the board of directors. I am very happy whenever I think that possibly my inventions have contributed some to this healthful stirring up. What was the result? To-day the American Telephone and Telegraph Company and the affiliated Western Electric Company employ about three thousand persons at an expenditure of some nine million dollars annually in their research and development work. The scientific research work at our universities looks very modest in comparison with operations of this kind. Young men of the highest academic training and splendid talents are busy day and night exploring the hidden treasures on the boundary-lines between the various sciences and the science and art of telephony, and their discoveries, I am sure, are the best investment of this great industrial organization. For instance, their development of the many details in my invention have been wonderful, and give testimony of the highest kind to the excellence of their scientific research. It is not so much the occasional inventor who nurses a great art like telephony and makes it grow beyond all our expectations, as it is the intelligence of a well-organized and liberally supported research laboratory. When I think of that I am perfectly convinced that very few of the great advances in the telephone art would have happened under government ownership. That explains why telephony is practically dead in most European countries. What little life it has in Europe is due to the American research in the above-mentioned laboratories."

The above excerpts from "From Immigrant to Inventor," by Michael Pupin, are reprinted by permission of the publishers, Charles Scribner's Sons.

Find Many Uses for Telephone Circuits

DURING 1924 six separate and different uses of telephone wires have been made.

The wires have been used for local telephone purposes, for long distance telephone conversations, for telegraphing news stories to newspapers, for connecting up the public address system, for connecting sixteen radio stations scattered over the country to broadcast the proceedings at the National Republican and Democratic Conventions, and for sending photographs, fingerprints, cartoons and sketches by telephone.

Less than half a century ago the world was startled when Alexander Graham Bell, through his invention of the telephone, succeeded in sending voice messages over telegraph wires. The art and methods of communication by wire advanced rapidly until not so very long ago means were devised to send both telegraph and telephone messages over the same wires at the same time. However, the developments of 1924 have pushed such startling feats into the background.

BELL CHORUSES GIVE JOINT CONCERT APRIL 15

Don José Mojica, Tenor of Chicago Civic Opera Company, and Robert MacDonald, Noted Pianist and Accompanist, to be Soloists at Orchestra Hall Event

THE annual concert of the Men's Chorus and Women's Chorus of the Illinois Bell Telephone Company, what is now one of the established musical events of the season, will take place at Orchestra Hall on Wednesday evening, April 15. The combined active membership totals 135 voices, equally divided between the two choruses with an excellent balance of parts.

Dr. Daniel Protheroe, the conductor of the choruses, has continued to mold his musical material with finer effects than ever and says that he does not believe there is a choral body anywhere that can excel the Bell Choruses for beautiful tonal quality.

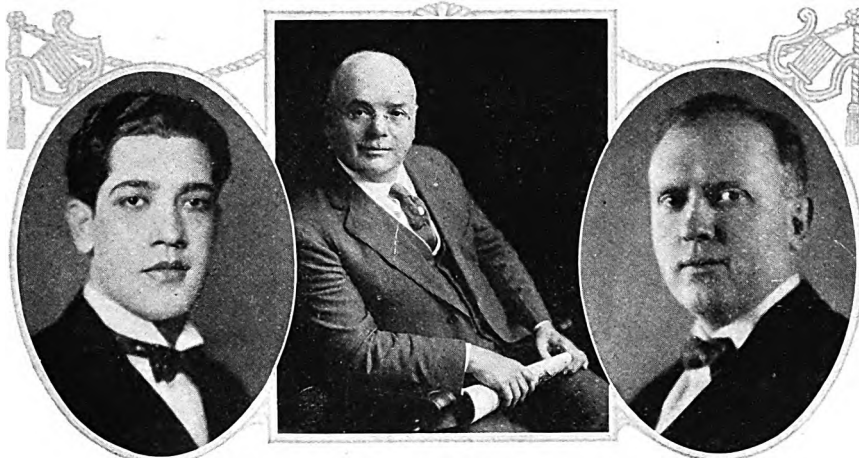
The soloists of the evening will be Señor Don José Mojica, "the serenading cavalier" of the Chicago Opera, and Robert MacDonald, pianist.

José Mojica (pronounced Hosay Moheeca) has been a member of the opera organization for six years and was discovered by Campanini who until his death was director general of the Chicago Opera. During the past season Mojica has sung in a great many operas and achieved uncommon distinction for his playing of the title role of Pelleas opposite Mary Garden in the Opera "Pelleas and Melisande" by De Bussy. He will sing the tenor lead in "The Barber of Seville" with Chaliapin in Washington, D. C., Monday, April 13, just two days before the chorus concert. José Mojica has made several recordings of Spanish folk

songs for the Thomas A. Edison Company. He will sing the aria *Salut Demeure (All Hail Thou Dwelling)* from Faust, and a group of English songs, at the forthcoming concert.

Robert MacDonald who has officiated as accompanist for the two

choruses, since the beginning of the present season, and to whom is due no small share of the credit for the progress of the choruses, will play a group of piano solos at the concert, including the famous concert transcription of the Blue Danube Waltzes by Strauss. Mr. MacDonald is accompanist for the Association of Commerce Glee Club, organist of the First Congregational Church in Evanston and concert accompanist for many of the operatic soloists and visiting artists who come to this



IN ANNUAL CONCERT OF CHORUSES

Left to right—Señor Don José Mojica of Chicago Civic Opera Company; Daniel Protheroe, Conductor of Men's Chorus and Women's Chorus; Robert MacDonald, Pianist.

vicinity. He will give a recital in Carnegie Hall, New York, next season under the direction of the Wolfsohn Bureau.

Ralph W. Ermeling, former accompanist of the Men's Chorus and organist of Central Church, Orchestra Hall, will play the organ accompaniments for the joint choral numbers.

The Choruses will sing songs both grave and gay, stirring and soothing, both individually and jointly and there will be some real musical surprises in store for that part of the telephone family which is fortunate in hearing the program.

THE WEEKLY SUPPLEMENT of the BELL TELEPHONE NEWS will carry further details regarding the ticket distribution.

Telephone Aids Dispatchers on Oil Pipe Lines

THE arteries of the human body must be protected by a network of fine nerves so that any injury to the vital channels of circulation may be at once known and the damage repaired. In the same way the vast system of pipe lines in the oil fields, which distribute the oil first to the storage tanks and then over the country at large, must be protected by a nervous system of telephones and telegraphs.

Since the main pipe lines sometimes extend a considerable distance and the oil is pumped through them under heavy pressure, there is always danger of a leak,—and a break in the line, with the oil flowing at the rate of 1,000 barrels an hour, may mean a large loss of the precious fluid in a very short time.

For this reason a close watch must be kept on the main line and the stations. Every hour a gauge or check is made of the tanks being pumped out of at one end of the line and of the receiving tanks at the other end. The results of these hourly checks are compared by wire, and in case there are any differences, a leak is detected at once.

Besides this the oil dispatcher must be in constant communication with all points reached by the pipe lines and, like the train dispatcher on the railroad, he finds the telephone an indispensable

aid in his intricate and responsible work. If he should order the wrong gate valve opened or closed, he would have a pipe line wreck that would mean as much pecuniary loss as a railroad wreck.

The Stride of Progress

DO you remember back a few short years ago when there were no automobiles, no airplanes, no radio? These things were only talked of and very few believed they would ever be a reality. But a reality they have become. Air pilots travel through the air at the rate of 175 miles per hour. We hook up our radio set and listen to some one sing or play 2,000 miles away. This is "The Stride of Progress."

Also a few years back you never heard of the slogan "Safety First." But to-day this slogan stares you in the face where ever you may go, in the shop, the street car, at home and in the office. This too is "The Stride of Progress."

Are you, Mr. Employee, keeping up with this rapid development? Are you living up to this safety slogan, or are you simply standing by "marking time?" Keep up with the rest of the world, be progressive, don't lose interest. He who lingers is lost.—Accident Prevention Committee.

MORE ABOUT THE CONTINUATION SCHOOL

By Luther B. D'Armond

ONE of the most important developments during the past few years in Illinois has been the establishment of continuation schools by means of which children who must leave the regular schools to enter business before they have completed the high school course, may continue their education while employed.

Many of us can remember the days when we had everywhere a few children who did not go to school and who grew up ignorant and even vicious. Usually such children belonged to shiftless and ignorant parents who were indifferent to the future of their offspring. Sometimes poverty impelled parents to put their children to work at very early ages. All this meant evil and, happily, the compulsory education laws, which now prevail almost everywhere, have taken care of the worst of it. However, in the past few years, the state has gone a step further and provided for a partial continuance of school work on the part of those children who leave the regular schools and take employment. There have been established continuation schools in which regular instructors, who are high school teachers, supervise the work. The law of Illinois provides that every boy or girl who is employed must spend at least eight hours each week in continuation school until he reaches the age of eighteen. A branch of this school for boys and girls employed by the Illinois Bell Telephone Company is maintained in the Bell Telephone Building on Washington Street, Chicago, under control of the Board of Education.

The first question asked by the visitor is "What do you teach in this kind of school?" We wish to answer the question by giving a brief outline of the course of study.

English, both oral and written, is the major work. It is entirely practical. The correspondence course is in keeping with the business of the company. Many lessons have been prepared by the assistance of different office people. The 750 words making up our spelling list were contributed by the stenographers and are supplemented by words from other general businesses.

Current events play an important part in young peoples' lives. The aim is to teach the student how and what to read in papers and magazines.

Hygiene. Before boys or girls are employed they must have a careful health examination. Special attention is then given to "How to Stay Well." The Health Department of the telephone company has given such coöperation that a regular course has been prepared and will enable the boy or girl to act intelligently.

Civics. In one instance the boys and girls had registration day and then voted. The aim is to teach them to fit into society.

Clerical Practice and Arithmetic. These problems have been selected not only from the telephone company but from other companies throughout the city. All problems are such that will be used by the student when on the job and fit him for advancement.

Fundamentals of Business. This is one of the most popular subjects. The object of this subject is to teach the student the primary or principal facts of business.

Commercial Law. The aim is to give the fundamentals pertaining to the law for average business. It is not the purpose to make lawyers but to enable them to conduct their business dealings with an intelligent idea of how business principles are founded upon and regulated by laws.

United States History. To appreciate our country and its flag, one must know something of its growth and constitution. The

This is a summary of articles written by Mr. D'Armond and published in the Chicago Daily News. Mr. D'Armond is the instructor in the continuation school in the Bell Telephone Building, and was chosen by the Board of Education to prepare articles for the press.

aim is to explain the meaning of human life as revealed in the records of the past.

Accident Prevention. A specially strong course has been prepared in this subject. With the coöperation of the company's Safety Council and the National Safety Council we have been able to obtain any material published on safety.

Specials

A change in the program is necessary to add spice, viz.: Spelling Contest, Arithmetic Contest and Debate. Speakers are furnished by the company and some of the subjects were: "What kind of a boy or girl do I want in my office?" "You are well, stay well." "Why I love my flag." "I can't afford to have an accident." "Thrift." "Cost of idleness."

Our large schoolroom bulletin board enables us to use large and small posters in Hygiene, Civics, Accident Prevention, Current Events, specials and extras. The bulletins are furnished by the company in such numbers that a change can be made every day.

It will be seen from the above that the company is vitally interested in the boys and girls in the school. The instructor visits different departments of the company and actually gets acquainted with conditions and asks: "What can I do to be of service." The response has been gratifying, otherwise the course of study could not have been written. All of the executives of the company are intensely interested in the boys and girls of the school and contribute much in the way of suggestions, facilities and equipment to make the activities of the school as nearly 100 per cent efficient as possible.

Students' reports are sent to the students' immediate company superiors every eight weeks. The company representative is interested in the reports because it enables him to keep a check on the progress of the boy or girl.

We find that no two students have the same ability. Some have not had as much opportunity as others, so we find that individual instruction is the most profitable. In this way we can keep everyone happy and working. We use assemblies for general work, such as discussions, contests, etc., but outside of this, every individual progresses according to his ability. An outline is placed on the board as a guide, giving instructions regarding lesson sheets. No two are likely to be working on the same thing at the same time, because no two enter school at the same time.

After the student registers we hand him the first outline "The Start." The aim is to give the student an introduction to his new surroundings, the business world. The school is now his business office, the instructor is his employer. At first we have a heart-to-heart talk about becoming a business man or woman. The instructor is a friend, advisor and confidant. When the confidence of the boy or girl is won then he or she receives a copy of "The Start," which has the following outline:

I. Necessary qualities of a successful messenger, which is usually the first place in business for a boy or girl. His attention is called to personal appearance, bearing, spirit, courtesy, mistakes, attitude and interest.

II. *Playing the Game.* The subjects discussed are: "The Start," study the game, choosing your position, promptness, conduct, carefulness, economy, attitude, how to answer the telephone, how to win a responsible position, stick-to-it-iveness and "Your Goal."

We have made a collection of photographs of the men who

are at the head of the different departments and pictures showing the departments throughout the company. With the coöperation of the company we are able in this way to take the student through the plant in a short time.

Recording and checking. Advanced students are placed as heads of the different departments of the school. For instance, a student who has made special progress in clerical practice will have charge of that department and becomes of material assistance to the instructor as well as to himself in reviewing the subject. The student, when he prepares the lesson sheet, takes it to the recording clerk who records the work done and then files it. The recording clerk of the following class takes the work from the files and distributes it to the department heads.

The department head, who previously has satisfactorily completed the work, goes over the work carefully and makes all corrections in red ink. This is put into the instructor's basket. The grading of each paper is done by the instructor only. Satisfactory papers are handed in to the posting clerk, who makes a permanent record on the students' progress sheet. The unsatisfactory papers are sent back to the recording clerk. She now records this in red ink and returns it to the student. The student reports to the instructor for individual instruction. The red mark stands against the student until the work is done satisfactorily. The recording clerk will not receive any further work until the red mark disappears, and it can only disappear when the student presents his paper with the instructor's signature.

The recording clerk hands in a report to the instructor at the end of seven and one-half hour's work. The report shows what each student has done.

If a boy or girl has a long face or has a frown he or she is sent to the Health Department, because a boy or girl who is well will be happy and smiling. This explains why we can call our school "The School With a Smile."

No one enters except those who can smile. We invite visitors, but only those who can bring a smile with them.

These boys and girls will become the leaders of the future and some day may wield the sceptre of a nation. Our responsibility is heavy. Everyone of us desires to have our influence to live so we are writing our names on the immortal mind of childhood which will live and glow throughout the ages.

Accident Prevention

By Mary Butler, Oakland Office

Did you see that cord go flying
Just above my neighbor's head?
After all the talk on "Safety"
Surely nothing's been unsaid.

Oh! and would you notice that one
With her cord hung off her lap.
Never thinking for a moment
That her foot might find the trap.

There goes Annabell McCarthy,
Guess it's her plug she's looking for.
Well, if someone trips, she'll find it,
Just behind her on the floor.

And just talking about "Safety."
Have you heard who's got the "flu?"
The girl who wouldn't wear galoshes
This horrid winter through.

Traffic Instructors Attend Class

INSTRUCTORS in Division No. 4 recently attended a training course, lasting five weeks at Peoria. The following offices were represented: Peoria, Rockford, Springfield, Champaign, Decatur and Alton.

The course was conducted by Mrs. Lillian Ewin, general



TRAFFIC INSTRUCTION CLASS IN PEORIA

Left to right: Seated—Catherine Sullivan, Lillian Ewin, Pearl Simonds and Margaret Paul. Standing—Mac Fairhead, Elizabeth Schulz, Mary Brooks, Evelyn Simonds and Myrtle Henninger.

toll instructor and Miss Catherine Sullivan, Peoria District toll supervisor. Miss Pearl Thompson, who has recently returned to the service, attended the course in order to become familiar with training methods.

The first week was spent in learning methods of presentation and conducting drills as outlined in the Toll Instructors' Manual. The remainder of the time was spent in training a class of students in outward operating. Each instructor was given an opportunity to present several lessons, conduct drills and supervise the student's work in the operating room.

An unusual amount of interest and enthusiasm was displayed throughout the course. Each instructor was eager to get back to her own office to put into practice what she had learned. During the course, the class was honored by a visit from Mr. Harrison and Mr. Bellows.

Woman Calls Fire, Hangs Up; Telephone Girl Traces Alarm

"FIRE," screamed a feminine voice through the telephone to the telephone operator at the Illinois Bell Telephone Office, Peoria, Saturday morning.

Then, as if that information was sufficient, she hung up.

"Central" traced the call as coming from the 1500 block, North Adams Street, and at once notified the Fire Department operator at police headquarters. A still alarm was sent in and firemen in the north end of the city sent to investigate. They located the fire at the home of Philip Bohanan, 1515 North Adams Street. Damage to the amount of \$25 was done that place through fire originating from sparks from a chimney.—Peoria Journal.



ROBERT CLINE
Construction Superintendent

OFFICIALS INVOLVED IN
RECENT CHANGES IN THE CHICAGO
PLANT DEPARTMENT

(Additional Pictures appear
on page 14.)



J. S. ROBSON
Subscribers' Plant Engineer



J. J. NOVAK
Trunk Plant Engineer



M. H. RILEY
Superintendent of Construction and
Plant Engineering



C. N. HODGE
Supervisor of Right-of-Way

How Presidents Have Utilized the Telephones

ALTHOUGH the telephone was invented during the administration of President Grant and was introduced in the White House in 1880, it was not until President Harding's administration that the instrument was employed extensively in the transaction of daily routine business. President Harding was a great believer in the telephone as a time saver, and he used it often.

It was President McKinley, however, who really began the practice of using the telephone in handling important government affairs, but the development of the system in those days was not great enough to allow extensive use as in the present and the previous administrations. President McKinley, however, revelled in the comforts of telephony. From his Canton home he heard by long distance telephone the cheers of the St. Louis convention which nominated him, and later he ran the first presidential telephone campaign, keeping in constant touch with his managers in thirty-eight states.

President Garfield was the first among American presidents to possess a telephone, one being placed in his house in 1878 while he was still a member of Congress. In the administrations of Cleveland and Harrison there was only one telephone line in the White House, and it is said the president rarely used it. To Roosevelt

the telephone was mainly for emergencies, but President Taft found it a great convenience, and also was a frequent user of the long distance service. When Taft was in the White House he introduced one new telephonic custom—a long distance talk with his family every evening when he was away from home. Woodrow Wilson did not make frequent use of the telephone, and the White House operators had instructions never to ring him. Even his closest associates had to see him personally.

As for President Coolidge, he has always been a frequent user of the telephone. The telephone proved a big factor in his campaign for election last November. Remaining at his work in the White House, most of his speeches were spoken into a special telephone or microphone and carried by the telephone wire to radio broadcasting stations throughout the land. President Coolidge also makes frequent use of the long distance service.

Three Minutes—\$3,000,000

AN order amounting to \$30,000,000, at an estimated profit of \$3,000,000, was taken over the telephone recently by Samuel Vauclain, president of the Baldwin Locomotive Works. The order was for 375 Decapods for the Pennsylvania Railroad and it required just three minutes to conduct the entire transaction.

ORGANIZATION CHANGES

Traffic Department

Chicago

Operators' Training Department

Lillian Merker, from messenger to operator.

Pay Station

Susanna Rausch, from Aurora operator to pay station attendant.

Alma Denby, from Aurora operator to pay station attendant.

Division No. 1

Lakeview

Gladys Mayer, from operator to supervisor.

Jennie Raiman, from operator to supervisor.

Mary Nilles, from operator to junior supervisor.

Belmont

Evelyn Edwards, from operator to supervisor.

West

Margaret Leahy, from operator to clerk in Commercial Department.

Austin

Dorothy Smith, from operator to clerk.

Clara Kinsella, from supervisor to senior supervisor.

Helen McGinty, from operator to supervisor.

K. Crittenton, from operator to supervisor.

Division No. 2

Beverly

Esther Dunlap, from operator to junior supervisor.

Laurel

Clara Bollinger, from instructor to senior supervisor.

Canal

Anna Meyers, from supervisor to instructor.

Rose Vinar, from supervisor to instructor.

Alma Donovan, from junior supervisor to supervisor.

Anna Pedersen, from operator to junior supervisor.

Kenwood

Agnes Barker, from supervisor to senior supervisor.

Hyde Park

Tessie Hartford, from operator to junior supervisor.

Wabash

Lillian Pleuler, from operator to junior supervisor.

Yards

Winifred Lovejoy, from junior supervisor to supervisor.

Agnes Orris, from junior supervisor to supervisor.

Pearl Quain, from operator to junior supervisor.

South Chicago

Marie Bradshaw, from operator to junior supervisor.

Ruth Grunnet, from junior supervisor to supervisor.

Isabell Flood, from supervisor to instructor.

Division No. 3

Lyndon L. McMasters, transferred from the Suburban Traffic Department to the office of the general traffic supervisor. Mr. McMasters will report to W. N. Sherwell in charge of peg counts and force adjustment work.

Norman R. Lian, traffic supervisor, transferred from the Toll Traffic Engineering Department to the Suburban Traffic Department, has been assigned to traffic supervisory work; peg counts and force adjustments, Suburban Traffic Division.

McHenry

Adele Heimer, from operator to junior supervisor.

West Chicago

Elizabeth Vehegan, from operator to junior supervisor.

Evanston

Margaret Broderick, from clerk to chief clerk.

Cordelia Memmott, from senior operator to clerk.

Alice Strom, from operator to clerk.

Jeannette Weis, from operator to junior supervisor.

Pearl Duncan, from junior supervisor to supervisor.

Josephine Menke, from junior supervisor to supervisor.

Arlington Heights

Laura Quinn, from operator to chief operator.

Waukegan

Irene Degan, from operator to clerk.

Winnetka

Dorothy Koos, from operator to junior supervisor.

Blue Island

Dorothy Drew, from operator to junior supervisor.

Hammond

Edna Smallman, from junior supervisor to supervisor.

Gary

Mildred Kellogg, from operator to junior supervisor.

Oak Park

Nell Seebecker, from junior supervisor to supervisor.

Berwyn

Mae Weir, from operator to junior supervisor.

Sarah Rice, from operator to junior supervisor.

Chicago Toll

Mrs. Helen Dorsey, from junior supervisor to supervisor.

Mrs. Katherine Nelson, from junior supervisor to supervisor.

Mrs. Margaret Wilhelm, operator to junior supervisor.

Mrs. Helen Bargetz, from operator to junior supervisor.

Division No. 4

Alton

L. Brase, from Edwardsville chief operator to district clerk.

Collinsville

H. Schaefer, from supervisor to clerk in Commercial Department.

Peoria Main

Anna Herchenbach, from clerk to repair clerk.

Ruth Kneer, from clerk to chief operator's personal clerk.

Bernice Pease, from operator to supervisor.

Peoria Bluffs

Lillian Brown, from senior operator to supervisor.

Rock Island

Mrs. Clara Flanigan, from supervisor to evening chief operator.

Springfield

Verda Smith, from senior operator to supervisor.

Plant Department

Chicago

The functions now covered by the Construction and Plant Engineering Divisions will be combined under a superintendent of construction and plant engineering for Chicago.

M. H. Riley, now division plant engineer, is appointed to this position and will report to the Chicago plant superintendent. The position of division plant engineer for Chicago is discontinued.

Robert Cline, construction superintendent, will report to the superintendent of construction and plant engineering.

C. L. Hill, assistant construction superintendent for Chicago, has resigned, and this position is discontinued.

O. W. McIndoo, now supervisor of cable splicing, will report to the general plant supervisor and have charge of outside plant methods and results.

T. F. Ryan, supervisor of construction in the Illinois Division, will become supervisor of cable splicing for Chicago, reporting to the construction superintendent.

H. H. Lovell, supervisor of aerial construction, will report to the construction superintendent.

Samuel Bowsher, supervisor of underground construction, will report to the construction superintendent.

R. J. Ruttle, building cable supervisor, will report to the con-

**MEN AND TITLES IN NEW
PLANT ORGANIZATION**



H. H. LOVELL
Supervisor of Aerial
Construction
Chicago



J. B. EBERT
District Plant Engineer,
Chicago



S. B. ORWIG
District Plant
Engineer,
Chicago



H. J. DOHENY
District Plant
Engineer,
Chicago



EDWARD DORE
General Foreman, Building
Cable Division,
Chicago



Left:
**CHARLES V.
BANTA**
Supervisor of
Toll
Construction,
Illinois
Division



O. W. McINDOO
Supervisor of Outside Plant
Methods and Results,
Chicago



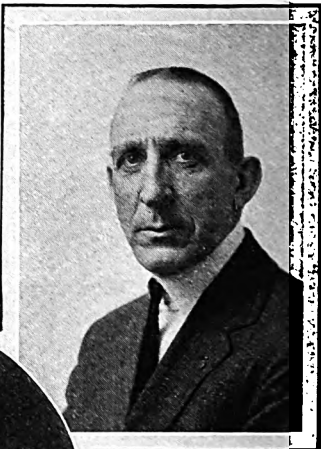
L. G. LEMLEY
Division
Construction
Supervisor,
Illinois
Division



PAUL M. KENNY
District Plant Engineer,
Chicago



WILLIAM R. MEINS
District Plant Engineer,
Chicago



**SAMUEL
BOWSHER**
Supervisor of
Underground
Construction,
Chicago



ROBERT J. RUTTLE
Building Cable Supervisor
Chicago



T. F. RYAN
Supervisor of Cable Splicing
Chicago

struction superintendent.

E. Dore, building cable foreman, is appointed general foreman in the Building Cable Division, reporting to the building cable supervisor.

J. J. Novak, trunk plant engineer, will report to the superintendent of construction and plant engineering.

C. N. Hodge, supervisor of right-of-way, will report to the superintendent of construction and plant engineering.

J. S. Robson, district plant engineer, is appointed subscribers' plant engineer in charge of all the plant engineering work for Chicago, except trunk engineering and right-of-way, reporting to the superintendent of construction and plant engineering.

S. B. Orwig, district plant engineer in charge of District No. 1, will report to the subscribers' plant engineer.

H. J. Doheny, district plant engineer in charge of District No. 2, will report to the subscribers' plant engineer.

W. R. Meins is appointed district plant engineer in charge of District No. 3 vice C. G. Schneider, who resigned on March 31, and will report to the subscribers' plant engineer.

P. M. Kenny has been appointed district plant engineer in charge of District No. 4, and will report to the subscribers' plant engineer.

J. B. Ebert, district plant engineer in charge of District No. 5, will report to the subscribers' plant engineer.

North

H. J. Connelly, from chief switchboard man to wire chief at West Office.

D. A. Lord, from exchange repairman at Calumet to chief switchboard man at Humboldt.

Equipment Engineering Division

A. I. Gillet, from wire chief at Monroe Office to supervising inspector on machine switching cut-over activities.

Suburban Division

Construction

Thomas B. Cole, from conduit laborer to conduit foreman.

Commercial Department

Chicago Division

O. G. Haller, from commercial manager of the Hyde Park Unit to acting district commercial manager of District No. 5.

M. Rees, from commercial manager of Calumet-Douglas Unit to acting commercial manager of Hyde Park Unit.

W. M. Worthen, appointed commercial manager of the Stewart-Prospect Unit.

Accounting Department

Chicago Revenue Division

Arthur Hansen, from acting senior clerk, Addressograph Section, to senior clerk, Addressograph Section.

General

Arthur S. Fagan, from clerk, Bookkeeping Section, to Methods Work, chief accountant's office.

Construction Men Contribute to Boy Scouts and Radio Fund

FOLLOWING the recent dance given by the Construction Locals of the Plant Employees' Association, it was found that a surplus was in the hands of the committee after all expenses had been paid. It was then decided to contribute \$225 each to the *Chicago Daily News* Radio Fund for hospitalized veterans and the Boy Scout Movement with which President Abbott has been interested. This was done and later a short article appeared in the *Daily News* acknowledging receipt of the sum and a letter was received by Paul Sokolowsky, president of the departmental council, from the Chicago Council of the Boy Scouts thanking the council for the contribution. The committee in charge of the donations consisted of Paul Sokolowsky, president and H. J. Lewin, secretary and treasurer of the council, and W. R. Stapleton, J.



CHICAGO CONSTRUCTION EMPLOYEES' COMMITTEE IN CHARGE OF DANCE AT DREAMLAND

Left to right: Seated—J. J. Mellody, Paul Sokolowsky and Henry J. Lewin;—Standing:—Robert Burns, William Stapleton, E. E. Mickel and T. R. Freeman.

J. Mellody, T. R. Freeman, R. A. Burns, E. E. Mickel and J. L. Riley.

An interesting side light on the dance is shown in a letter received by President Abbott from P. T. Harmon, owner of Dreamland, where the dance was held. The letter said in part: "It was one of the committee who came to our ball room sold on the idea that it was the committee's mission to sell the good fellowship of the telephone employees to our employees and I cannot go too far in saying that they made good. The spirit they had was surely passed down the line to all who attended."

Annual Art Exhibit to be Held April 13 to 25

A YEARLY event of considerable importance is the spring exhibition of pictures, sponsored by the Bell Picture Makers. It is looked forward to eagerly by those who customarily exhibit their work and no less so by many who, though not actively engaged in picture making, nevertheless enjoy seeing the work of amateurs.

The exhibit this year will be on view every day including Saturday afternoons from April 13 to April 25, in the Bell Forum on the eleventh floor of the Franklin Building, 311 West Washington Street, Chicago. All employees and their friends are invited to attend the exhibit.

The amateur has this advantage over the professional artist, that he is seldom much influenced by schools or fads of art, and so preserves a freshness and naiveté that in the professional is often submerged by too much theory; and if a choice is presented between technique and subject matter, most of us will be willing to forgive a little lack of finish for the sake of a natural, individual response to the beauty in things. Whatever one may believe about the cause, the fact remains that spectators are surprised at the high grade of the work exhibited.

Various media are used, of which oil attracts a large share of the attention, perhaps because an oil painting is popularly considered to be most entitled to the rank of art. Water color is inherently difficult and not much used by amateurs. Etching is a branch of art that has had a considerable rise in popularity, as the recent exhibit at the Art Institute well showed. We have been fortunate in having a better exhibit of etchings than is customarily the case with an amateur organization. Photography, black and white drawings, and sketch classwork complete the list; certainly a sufficiently varied showing. Elsewhere in this issue is a photograph of the sketch class working under the instruction of Charles Schroeder of the Art Institute. The class work this year has been devoted mainly to head drawing in charcoal.

NEW MEMBERS OF

ILLINOIS BELL FOLKS WHO
SALES OF A. T. & T. STOCK
IN THE STOCK
CAMPAIGN



E. J. Hitchler,
Lincoln Repairman,
19 sales.



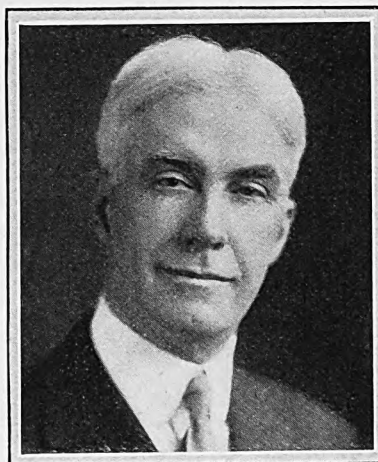
Fred Klein,
Assignment Supervising
Clerk, 10 sales.



J. B. McCoy,
Line Foreman,
11 sales.



F. J. Biller,
Central Office Installation
Foreman, 13 sales.



W. J. Boyd,
Treasurer,
20 Sales.



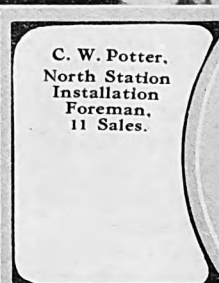
R. T. Robinson,
Lakeview
Repairman,
27 sales.



Charles A. O'Connor,
Pullman Chief Switchboard,
19 Sales.



Mrs. Celeste Jacobs,
Quincy
Night Operator,
18 Sales.



C. W. Potter,
North Station
Installation
Foreman,
11 Sales.



William A. Reid,
West Repairman,
11 Sales.



W. Johnson,
Dispatcher,
11 Sales.



G. F. Campbell,
Oakland Repairman,
11 Sales.

THE "TEN CLUB"

RECEIVE MADE TEN OR MORE
BACK TO THE PUBLIC
DISTRIBUTION
GN.



R. G. Hayes,
Oakland Testman.
14 Sales.



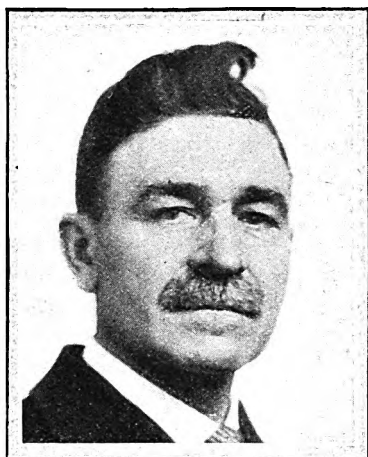
W. J. Kinsley,
Engineering
Assistant.
15 Sales.



F. C. Herr,
Kedzie Wire Chief.
12 Sales.



W. A. Owens, Investigator,
Department of Claims.
13 Sales.



William Newcomb,
Stewart Repairman.
11 Sales.



Miss Ione
Spaulding,
Elgin Operator.
19 Sales.



Charles A. Stone,
Plant Supervisor
South Division.
10 Sales.



J. E. Martin,
Machine
Switching
Supervisor.
11 Sales.



S. G. Fulmer,
Treasurer's Office.
60 Sales.



William M. Rakon,
Monroe Station Repair Foreman.
10 Sales.



A. J. Sheridan,
Plant Engineering Assistant.
10 Sales.

BELL TELEPHONE NEWS

Published Monthly by

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AMORY T. IRWIN, EDITOR

EVERETT E. FRIGANZA, ASSISTANT EDITOR

Marks

I REMEMBER as a lad that I made my mark in our community. To me it was a wonderful and mysterious thing. It was in the shape of an intricate initial. From fences and bill boards it blazoned forth. It was carved in the seat of the old wooden swing and it was marked in chalk on the red paint of the barn. I dreamed of a day when I should travel widely and leave my mark along the road for others to see, wonder about and admire.

Other marks could be found in our neighborhood. Each home had its reputation clearly written somewhere near the front gate where it might be read by those travelers of the dusty highways who live but labor not, nor do they linger long in one spot. I imagine the marks on our front gate were complimentary, for from June to November, there was seldom a day that did not see some tramp at our kitchen door partaking of sandwiches and fresh milk. And every day in consequence, some slight addition was made to the wood pile. I imagine that the mark on the fence of my uncles' farm, farther along the road meant, "Beware, the dog," for his farm marked a wide detour for wandering feet.

There were others who made their marks in our community. The big kindly man with iron gray hair who duly represented us at the State Capitol was one of these. There was not a lad in our town but whom the senator had patted on the head and called, "My Boy." The senator still lives and will continue to live in our town for many long years although he himself has passed beyond. Our people will feel his kindly hand and his words will continue to ring through the Capitol Halls. He has made his mark in our town.

These stray thoughts about the marks which were so noticeable to a boy of ten in our little town carry recollection along the lanes which lead to the present. How little the world changes! A big town is but a small town multiplied. The fence posts, and factories of the city, the people we meet, bear the same mystic marks which

"CALLS TO BE COMPLETED"

1. Every employee and every subscriber a stockholder.
2. Complete coöperation between every department and every person.
3. Harmonious public relations. Remember—You represent the company to the public. Be courteous.
4. Make "Accident Prevention" your slogan.

tell such a human story. Invisible marks you may say. Yes, but, nevertheless, they are there.

Every home in the block in which I live is marked. Unconsciously, in the same manner our friends and those we do business with are similarly graded. The most successful grocer does not owe his success alone to the fact that he knows how to buy and sell at a profit. He has learned a better lesson than that. He has so

transacted his business that the invisible mark on his door is "Welcome" and not "Beware, the dog." The same is true of the successful butcher, lawyer, carpenter or blacksmith.

The impressions we make in our daily life, live after us. They are the marks we make and they in actuality are the signs of our success or failure. We are carrying the banner of the telephone company. By our actions and our thoughts we are graded and likewise is the organization we represent. A double responsibility is ours. Through unfailing courtesy, sincerity and service we have made and will continue to make our mark and that mark is the mark of fair dealing which alone leads to the establishment of public confidence in our company and a good personal reputation.—R. H. A.

* * *

How to Get On

THE way to get a better position is to fill the position you have better than anyone else can fill it. The oldest rule in the world for getting ahead is: "Honesty is the best policy." Nobody has ever discovered a better rule. Be honest yourself, and if you are working in a dishonest business, or for a dishonest employer, quit your job. There is a good excuse for everything else in the world, except for not being straight. Don't argue with your conscience. Obey it. If your reason, or if appearances tell you something different from what your conscience tells you, just remember that conscience is the accumulated wisdom of mankind, and you can trust it better than your own reasoning powers.—Dr. Frank Crane.

TELEPHONE OPERATORS IN FOREIGN LANDS

By Richard Storrs Coe

INSIDE the grass-roofed hut someone was talking at the top of his lungs. The sound of his voice, roaring an unintelligible African jargon, passed through the mud and bamboo walls almost as easily as through the open door. Suddenly it stopped, and silence followed—sudden and complete. Gradually, however, the lesser sounds again became audible, as the ear attuned itself once more to the sighing of the breeze through the eucalyptus grove and the never-ceasing hum of the swarming insect life.

Three or four dusky natives were loafing about the hut, waiting for a resumption of the monologue. In a moment it began again, but this time in short sentences, or ejaculations, with pauses between. The nature of the entertainment became apparent, however, on looking through the open door of the hut. Upon a raised platform within sat a swarthy individual with a telephone. He was alternately listening and speaking, or rather yelling into the instrument, while his audience appreciative drank in every word.

The rural telephone operator in Abyssinia,—for such is the occupation of the man in the mud hut—reads over the telephone messages which are written out and handed to him for transmission. The public is not allowed to use the instrument directly. The telephone office under the eucalyptus trees is open to anyone who cares to enter, and telephone messages on Abyssinian rural lines are consequently even less confidential than on the old-fashioned sixteen-party farmers' lines in some other countries.

The Unstandardized Telephone Operator

Probably there are not many places where telephone operators are as different from their American prototypes as in far-away Abyssinia. But telephone operators are not nearly as standardized as telephone equipment. Those, for example, in Japan or in Cuba, are as different from each other as both are from the typical American telephone girl.

In the Mikado's empire the switchboards are "manned" by very young girls. Before the earthquake the average age of telephone operators at Tokio was said to be only fourteen, and some were employed as young as thirteen. The Japanese, however, regard a baby as one year old at birth. So, according to American ideas, a Japanese girl is a year or so younger than she says she is. The "moshi-moshi" girls, (as they are called, from the Japanese word for "Hello") may fairly claim to be the infant prodigies of

telephone operation.

Rumor has it that when the Japanese girls graduate from the schools of instruction and begin actual work in the exchanges, it has been customary to assign them at first to those positions at the switchboard which serve the subscribers having the highest telephone numbers. Under this arrangement, if you happened to have a high telephone number you would be served by an inexperienced operator. Telephones with low numbers would, therefore, be especially sought after, and bring the highest prices. For in Japan an applicant for telephone service frequently buys the right to a telephone from some other subscriber rather than wait, perhaps for years, until the government is ready to install and connect up a new instrument on his premises.

The extreme youthfulness of telephone operators in Cherry Blossom Land forms an interesting contrast to the maturity of some of the telephone workers in Cuba. There, at least as regards the small rural exchanges, preference is given to widows with grown daughters. The telephone exchange is placed in a dwelling-house, the widow is installed as manager and her daughters become the operators. In this way the fatherless family is enabled to earn a good living without the necessity of the girls going out of the home to work, which is still disapproved by those who hold to the old Spanish traditions. In Havana, of course, this prejudice against girls going to business is a thing of the past. In the country districts, however, having a telephone office "right in the family" makes possible a satisfactory compromise between conservative ideas and modern needs.

Far away from Cuba is a very different country, where, also, many people still cherish the notion that "woman's place is in the home." This is Turkey. Indeed, the tenacity with which the Mohammedan Turks cling to their traditional ideas about woman's sphere, has resulted in there being comparatively few Moslem operators in the

Turkish telephone service. Most of the telephone operators in and around Constantinople, for example, are Greeks, Jewesses,

Armenians, and others who, although in many cases Turkish subjects, are not of the Turkish race nor of the Mohammedan faith. An interesting feature of telephone work in Constantinople is the fact that, owing to the different religions of the various races inhabiting the city, there are three Sabbaths every week. The Mohammedans keep Friday as a day of rest, the Jews knock off work on Saturday, and the Christians close up their



EVEN LESS CONFIDENTIAL THAN ON THE OLD-FASHIONED SIXTEEN-PARTY FARMERS' LINES—

places of business on Sunday. In that easy-going land it is a temptation to celebrate everybody else's Sabbath as well as your own, with the result that telephone traffic is relatively light on Fridays, Saturdays and Sundays.

Another Oriental country with telephone operators of distinctive character is British India. In the large cities the telephone switchboards are operated principally by Eurasian girls, that is, girls of mixed European and Asiatic ancestry. In the smaller places, however, the telephone workers are almost all native men.

Men find employment as telephone operators in some other countries, also. In Great Britain, for instance, "the voice with a smile" is a girl's voice in the daytime and a man's voice at night. The English telephone girls, by the way, are not called "operators," as in this country, but "telephonists."

Mind Your P's and Q's

This matter of what telephone operators are to be called has recently been given official attention in Russia. The Soviet Government, it seems, appointed a commission to suggest improvements in the telephone service. The first recommendation of this commission to be reported in the American press is that hereafter telephone operators must be addressed either as "comrade" or "citizeness,"—appellations which "make for convenience, saving of time and accord with the dignity of useful occupation due those employed in this industry." Acting on this suggestion, the Soviet authorities are said to have decreed punishment by fine or imprisonment for anyone addressing an operator by any other title than "comrade" or "citizeness."

The principles of social equality implied by these forms of address in Russia have recently been given a practical, although limited application in rules laid down for German telephone operators. The *Frauleins*, according to a recent news dispatch from Berlin, have been forbidden to wear jewelry, lest it arouse the envy of their fellow-workers; and even bobbed hair is "verboten" in the telephone offices of Germany.

At that, the German authorities do not seem to have gone as far as the Japanese in prescribing rules for their telephone girls. In Japan the operators are required to wear a special uniform, with sleeves considerably smaller than those of the ordinary kimono which is the regular dress of the Japanese woman. The sleeves of these telephone kimonos are fastened with string below the elbow so that they do not get in the way of the operator when she is working at the switchboard.

Another distinctive feature of telephone operating in Japan is the provision of dormitories at the exchanges. Operators who are to go on duty in the middle of the night arrive during the evening and sleep in the dormitory until it is time to change shifts. Those who are relieved then take possession of the dormitory and sleep there for the rest of the night. In the recent earthquake more than twenty telephone operators are known to have been killed in Tokio alone, and over 800 are reported missing and believed to be dead. There was no chance for them to give warn-



—FINE OR IMPRISONMENT FOR ANYONE ADDRESSING AN OPERATOR BY ANY OTHER TITLE THAN "COMRADE" OR "CITIZENESS"

ing of the disaster by telephone, as the first earthquake shocks put all the lines out of commission, both in Tokio and in Yokohama.

What to Say and How to Say It

"Moshi-moshi" has been mentioned as the Japanese equivalent of "Hello." Every country, of course, has its own telephone phraseology, which sometimes shows curious divergencies from standard American practice.

In England, for example, telephone users say "Are you

there?" when they get a number. "And then," as one Englishman remarked, "of course, if you're not there, you don't answer."

Another English telephone phrase that sounds strangely to American ears is "You're through," meaning "Here's your party." When an American is "through" he's ready to quit: when an Englishman is "through" he's just about to begin, since his telephone call has been "put through" for him.

In England, and also in Australia and New Zealand, "engaged" is used instead of "busy;" and English operators are instructed to say "fife" instead of "five" in order to avoid the possibility of confusing that number with nine. An English practice in the pronunciation of telephone numbers which strikes Americans as decidedly odd is the use of the word "double" when either the first two or the last two digits are the same. Thus 4482 in England is "double four, eight, two," and 4822 is "four, eight, double two." But if only the two middle digits are the same, "double" is not used; so 4882 is "four, eight, eight, two," as in this country.

A literal translation of the telephone phrases used in different countries gives some interesting results. "Number, please?" is an expression which has various equivalents abroad. For instance, in Belgium the operator merely mentions the name of the exchange. In France she says, "I'm listening;" in Germany, "Here's the exchange." In Norway the operator says either "Central," or simply "Yes?" There is a practice in Sweden which must be the cause of some perplexity to the foreigner using the Swedish telephone for the first time. When he lifts the receiver from the hook, the first thing he hears may be merely a number—for example, "39." This is not a telephone number, but the number of the telephone operator who answers the call. In some cases, however, the Swedes follow the same practice as the Belgians and mention the exchange name as the equivalent of "Number, please?"

"Talk!" says the Belgian operator when she means "Here's your party." The equivalent expression in Sweden is "Please begin;" while in Norway they cut it short and simply say "Clear!"

When the disconnect signal fails to appear, the French operator asks "Anybody there? Anybody there?" Under the same circumstances the German telephone girl is instructed to say "Here's the exchange. Are you talking?"

"French and German Spoken Here"

In Switzerland there is a slight complication owing to the fact that in some parts of the country French is spoken, and in other parts German. The instructions for operators, therefore, give all the prescribed phrases in both French and German.

However, the Swiss operator is ordinarily either in a French-speaking canton or a German-speaking one. She does not usually have to be as versatile as the operators in some other places where knowledge of more than one language is a fundamental requirement.

Operators on the Anglo-French telephone cables, which carry most of the cross-channel telephone traffic between Great Britain and the Continent of Europe, must speak both English and French as a matter of course. In some countries, however, not only long-distance operators, handling international traffic, but local operators as well, must be able to talk freely in various languages.

The mixture of races and tongues in Constantinople has already been mentioned. Operators there are required to speak both Turkish and French—the latter being the universal lingua franca of trade and diplomacy in the Levant. The people of the Near East are linguists both by nature and by necessity. Many of the Constantinople telephone operators speak more than the two required languages, some being able to talk readily in half a dozen different tongues.

Another Mediterranean country where even more is expected of the telephone operators in the way of linguistic accomplishments, is Egypt. At Cairo the telephone girls must know not only the native language, but French, English, Greek and Italian as well—five in all.

Not quite so stringent, but still decidedly exacting from an American point of view, are the requirements as to languages in the telephone services of certain of the new Baltic States between Germany and Russia. The population, and particularly the trading element, in these countries is extremely cosmopolitan.

In Latvia, for example, three languages—Latvian, Russian and German—are officially recognized by the government, and are spoken by all the telephone operators. French, English and Estonian are also extensively used, and some of the switchboard girls speak these in addition to the required Latvian, Russian and German.

At Reval, in the adjacent state of Estonia, conditions are very similar. There the telephone operators are expected to be fluent speakers of at least three languages; Estonian, German and Russian.

It remains for the Orient, however, to bear away the palm of victory so far as polyglot telephone operation is concerned. The ancient city of Bombay, the western gateway to Britain's vast Indian Empire, lays claim to the title of the most cosmopolitan city in the world. Its great bazaars, broad quays and busy cotton-mills present a colorful picture of swarming Oriental life. Not only is the native populace itself made up of many different races, religions and castes, but foreigners, both European and Asiatic, are much in evidence. Englishmen, Frenchmen and Portuguese are numerous, and there are many Chinese and Japanese as well. Christians, Hindus, Sikhs, Parsees and Mohammedans of various sects fill Bombay with the sound of many tongues. The accomplished operators who handle the telephone traffic of this highly cosmopolitan city are expected to speak not only their native language, but English, French, Japanese, Chinese and Arabic in addition. They plug in at the switchboard prepared to talk in whichever one of six languages may happen to suit the telephone user at the other end of the wire.

During the war the American telephone companies canvassed their operating forces for girls who spoke French as well as English, for overseas service as telephone operators on the lines of communication of the American Expeditionary Force in France. When it is considered that only a very small proportion of the total operators were able to qualify in this regard, we can appreciate the really remarkable linguistic showing made by the operating forces of some foreign telephone systems.

At present about the only Bell System operators who are required to speak a foreign language are the Chinese girls who

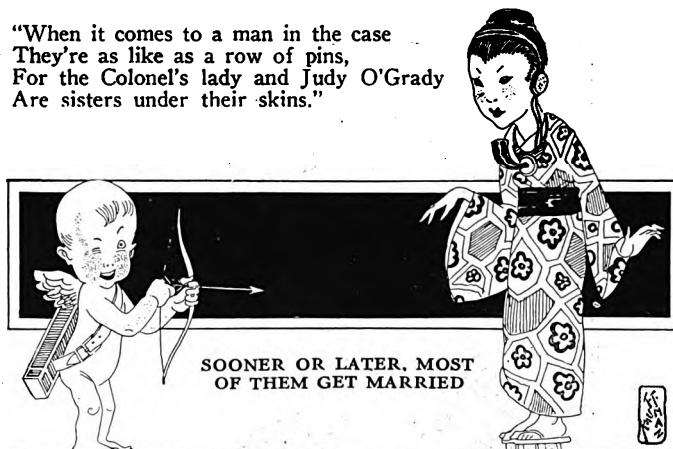
work the switchboard in the famous pagoda office of San Francisco's Chinatown. However, telephone girls working in the coal-fields of Pennsylvania and other sections where there are large numbers of foreigners, often find knowledge of other languages than English a great help even though not an absolute necessity. In addition, the Bell Telephone Company of Canada requires operators in French-Canadian territory to speak both French and English.

One Point of Resemblance

Telephone operators in different countries probably have fully as many points of similarity as of difference. The limits of the present article permit of mentioning only one: Sooner or later most of them get married.

In Japan, to be sure, marriages fell off noticeably in 1920 because it was the unlucky "monkey year," and a girl who married then was likely to lose her husband or to have "monkey-wise" children. But the next year was "taking-year" and the little "moshi-moshi" girls took husbands then in even larger numbers than usual. As Mr. Kipling long ago pointed out:

"When it comes to a man in the case
They're as like as a row of pins,
For the Colonel's lady and Judy O'Grady
Are sisters under their skins."



6,000,000 Miles of Copper Wire

COPPER wire made into lead covered telephone cable at the Chicago Works of the Western Electric Company in 1924 would furnish twenty-five direct lines to the moon and still leave some unused.

But as a matter of fact this wire will never be available for stretching to the moon, for every inch of the more than 6,060,000 miles is necessary to keep pace with the continuous growth of demand for telephone service in the United States. The lead covered telephone cable containing this wire would reach across the country from New York to the Pacific four times.

So varied are the different types of cable in order to meet different requirements of telephone service, that the smallest carries two copper wires and the largest 2,400 copper wires, yet each can be grasped within the space of a man's hand, his fingers reaching around the cable. The lead coat to protect the cable from harm and to assure its long and satisfactory service used up about one-eighth of the country's lead supply last year. Shipments of this cable from Chicago went to twenty-one companies of the Bell System and to several hundred smaller independent organizations.

San Francisco Passes 200,000 Mark

THE city of San Francisco recently installed its 200,000th telephone. The growth of the telephone in the Golden Gate city during the last twenty years has been nothing short of phenomenal, for on June 1, 1906, there were but 4,953 telephones in the city.



FROCKS THAT ARE BLOOMING THIS SPRING

Gay As the Flowers in an Old-Fashioned Garden Are the Dresses That Fashion Has Chosen for This Spring and Summer

By Katherine Ferguson Chalkley

GIDDY, indeed, are the fabrics that Dame Fashion has chosen for the gowns that will soon bloom forth upon the boulevards, down the streets and in the offices. It does seem that the powers who design and create the materials that go into our frocks have deserted forever the somber colors of yesterday. Each season they try more eagerly to out-color the colors of the season before, until this spring the streets will be as gay—yes, gayer—than an old-fashioned flower garden or, better still, a bed of brilliantly colored nasturtiums.

In this riot of color, it is hard to tell which color predominates. Sometimes you are positive that the color of colors is red; but again it may be a vivid blue of the Maxfield Parrish kind; or a green; or a yellow. Then there is a new color that threatens to be more popular than periwinkle blue was a season or two ago. It has a lovely name, "ombré" and gives a beautiful shaded effect. Not to wear something ombré this spring will be to put yourself quite out of the parade in honor of Dame Fashion.

Then, perhaps as a bit of protest against so much and many colors in the frocks that are blooming forth, white wraps are all the vogue. They come in full and three-quarter lengths and are made on straight tailored lines. Many of them have trimmings of white fur.

And the fabrics that carry this spring's bright colors also have the grace and charm and quaintness of an old-fashioned garden. There are cotton crêpes that come in plain and bright colors and embroidered. Twilled materials in light weight wool

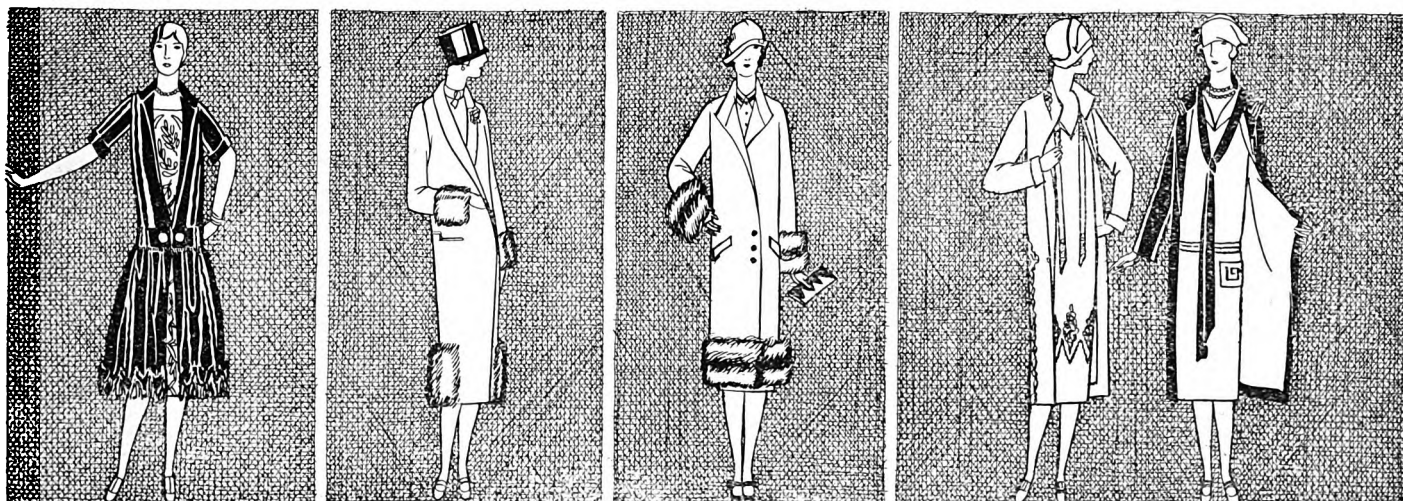
and in silk are featured in the tailored things,—and some of the more "dressed up" garments, too. Allover figured crêpes, striped and checked crêpes, sheer voiles printed with gay flowers and more conventional patterns will be just the thing to buy for the dress you are going to make to wear to dances on the hot summer nights that are coming.

But the girl who is making over a number of her last season's dresses need not despair, for she should know that striped tub silks, linens, allover embroideries with much cut work and many eyelets, the faithful homespun, flannel and wool jersey are just as good as they ever were.

Speaking of "making over" and "freshening up" old things, one should not fail to mention that velveteen is coming back again. And what would be prettier with last winter's flannel dress or old tweed skirt than a smart, little velveteen jacket—jackets are more than "the go," too.

Piqué, that pretty ribbed cotton material which launders so well, after being discarded by fickle Fashion and, therefore, passing out of existence about ten years ago, will be used for collars, cuffs, vests, guimpes, sport skirts and what not this spring and summer. 'Most all of us hurrah and cheer when we first learn this, because we know that staying fresh and not crumpling is another of piqué's chief charms.

Coming at last to the styles that are worn this spring, the home dressmaker breathes a sigh of relief. The most comforting thing about this season's "what's what" is that any girl who has ever threaded a needle can, by using the least bit of care and



Illustrations by courtesy of Marshall Field & Company.

common sense, copy the latest modes from Paris.

Straight lines that are bent on slenderizing the stylish stout as well as giving added charm to the graceful, slender figure, have taken a new lease from the life of Fashion and, with new odds and ends of decoration, promise to live as long and famously as the ever-popular jumper dress.

Jumper dresses are to Fashion what bread and milk are to the daily diet. Experts in both fields say we just can't get along without them. And the experts are right. The jumper dress pops up every season, with a new little twist or turn, a different patch of embroidery, a new kind of button or pocket, takes its place in milady's wardrobe, settles down and stays there. It never "threatens" to be popular, or "promises" to be the rage. It just is.

To the girl who has been chafing against the strictly tailored clothes, the flare, which has recently made its bow in the spring jackets and will be used in the woolen and heavier silk dresses, will be a joy and delight. She, too, will undoubtedly like the new "set-in" belts that are such chic details of the new spring styles.

Draperies and circular flounces that come to the top of the hem and avoid, oh most carefully, any conflict with the fundamental principle of preserving the straight line silhouette, make the new dresses of lighter materials distinctly feminine in their charm and airy beauty.

Inverted plaits, found at the center or the sides of the skirts, are outstanding in the tailored and sports clothes. And won't we welcome them with open arms? They give added width to the skirt, and consequent ease in walking, without taking away one iota from the cherished slender effect.

Short sleeves have worn out their welcome, and now they appear only in the more elaborate afternoon dresses and in the formal evening dresses. Their place has been taken by the full length and three-quarters length sleeves. Flaring cuffs, ruffles,

laces, tucks, buttons, fancy braids and facings are used to make the new sleeves most attractive.

Three-piece suits, long waist lines, scarf collars, small Cloché hats, jabots, both short and running the full length of the straight one-piece dresses, round collars and narrow leather belts are all still in good style.

When it comes to trimming the new dresses, the importance of embroideries and lace as decorative notes can't be too strongly emphasized. They can be used on tailored costumes as well as on the dainty, fragile dresses. As popular and attractive as embroideries and laces,—and ever so much more economical, both in the original cost and in the time spent in keeping the garment looking well, are trimmings made of the same material as the dress.

Contrasting colored pipings and buttons may be used to advantage on any of the dresses. Bright little bunches of flowers are so often pinned on the shoulder or collar of a dress or coat and add their gay and smart little notes.

So spring's carnival of fashion is opened, and everyone of us is eager to join the brilliant pageant and get the most we can out of it. And the best way to get the most, so it seems, is to do, or learn to do, most of our wardrobe planning and making for ourselves.

Tampering With Wires Means Death in Tripoli

IF you are contemplating a trip to Tripoli, take care not to be seized with a desire to cut any telephone wires while there, or you will never return to the United States. Bruno Roselli, professor of Italian at Vassar College, recently returned from Tripoli with the information that cutting telephone wires there is now punishable by death. Since Tripoli has been under the Italian flag capital punishment for all other crimes has been abolished.



"ISN'T SHE BEAUTIFUL?" BLUE ISLAND GIRLS HAVE A MOCK WEDDING FOR ELSIE GABORIAULT, A BRIDE OF THE MONTH

BELL LABORATORIES HELP SPEECHLESS TO TALK

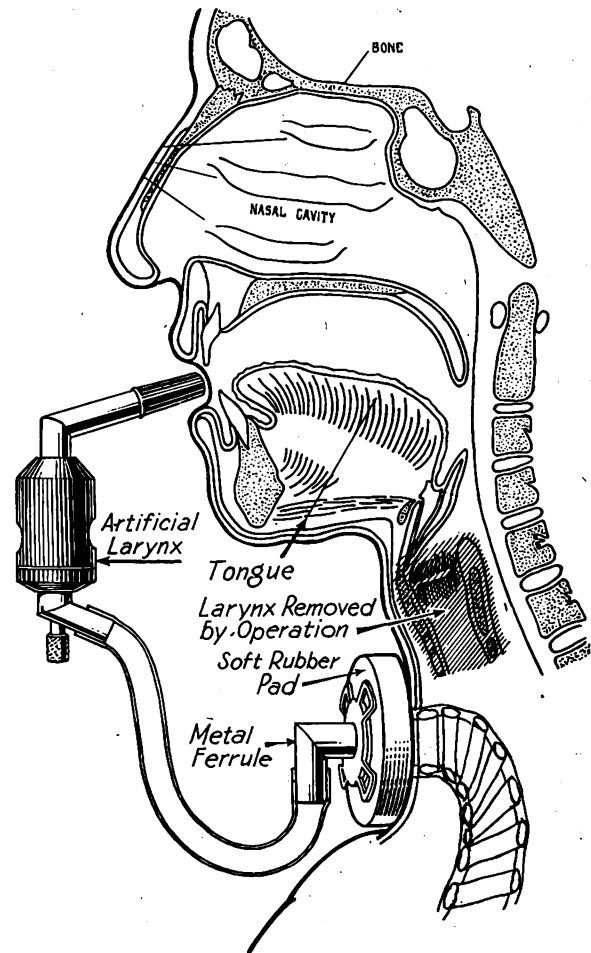
WE of the Bell System known of many cases where the telephone has intervened to prevent human suffering. A mother has found and talked with her long-lost son; a physician has been called or has even prescribed first-aid treatment over the wire; police and firemen have responded in thousands of emergencies. Occasionally the barking of a dog or the crash of overturned furniture has warned an alert operator that something was wrong, but otherwise the telephone transmitter depends on the human vocal organs for the message it starts on its way. There are, however, a goodly number of people who have no voices, and for them little could be done. But thanks to recent developments in the Bell System Laboratories, now the Bell Telephone Laboratories, a means has been found to restore speech to many of these unfortunates.

Human speech originates in the lungs which force a stream of air up the windpipe and through the narrow slit formed by the vocal cords. These are two narrow muscular ledges extending across the larynx ("Adam's Apple"). Here the air is set into vibration, and its waves are moulded by the throat and mouth into the sounds we call vowels. Occasionally cancer attacks the larynx, and in so malignant a form that removal of the larynx by an operation is the only certain cure. With the larynx and its vocal cords gone, the victim has hitherto been condemned to lifelong silence.

The leading surgeon in this line is Dr. John E. Mackenty of New York, and for years he had been thinking of a way to help his patients regain their speech. Devices made in a small way overseas were not satisfactory, and finally Dr. Mackenty came to the Bell System Laboratories, recognizing them as leaders in the communication field. Dr. Harvey Fletcher took up the problem

and under his supervision Clarence E. Lane developed an artificial larynx with which several persons have learned to speak quite intelligibly.

The apparatus begins with a pad strapped over the aperture



CROSS SECTION OF VOCAL ORGANS AND ARTIFICIAL LARYNX



USING THE ARTIFICIAL LARYNX

This man, whose vocal cords have been removed, would be forever silent but for this device developed by the Western Electric Company.

in the patient's neck where his windpipe terminates, and through which he breathes. From this a rubber tube leads up to a device which simulates the human vocal cords. Air forced from the lungs is set into vibration here, and these vibrations are carried through a short tube like a pipe-stem into the speaker's mouth. Here the vibrations are modulated in much the same manner as though they were naturally produced in the throat. The result is speech which can easily be understood; it differs from natural speech chiefly in being a monotone.

Not only will the artificial larynx add to its user's happiness and earning power, but it will remove one barrier to the proper treatment of cancer of the throat. In the early stages of the disease, when a radical operation offers a practical certainty of cure, sufferers have often hesitated because they dreaded the loss of their voice. Delay, even while trying other treatments, has usually allowed the disease to progress to a point where cure is impossible. With the fear of future silence removed, Dr. Mackenty believes that sufferers no longer will risk their lives, but will have the cancerous tissues removed and do their talking with an artificial larynx.

An interview with two patients is reported as a remarkable experience. With the device removed, their attempts to talk brought only a sighing of the breath in and out of the hole in their throat, which was concealed by their neckwear. A few sibilant sounds, still formed by their lips, could be heard. One

of them facetiously remarked—or perhaps “indicated” might be a better term—that the only word he could speak was of little use any more—it was “Scotch.” Then the intake pad was fastened in place by tapes passing around the neck and chest. Holding the sound box, which much resembles the famous Dawes “under-slung” pipe, so as to project the sound into one corner of the mouth, one of the patients began to talk. His speech was low-pitched and not loud, but perfectly intelligible. Asked about the telephone, one man said that he frequently used it and his listener had no difficulty understanding him.

Cancer of the throat is extremely malignant, its victim surviving only from eighteen months to two years if untreated. It may be originated by any form of local irritation such as diseased tonsils, excessive talking or shouting, excessive smoking, etc. Often it is not recognized at first by physicians, since it is rarely met in general practise. The operation on it is a very delicate one, requiring the removal of the larynx—the familiar “Adam’s Apple”—and adjacent parts of the throat.

Ultimately the upper end of the windpipe is brought forward into the wound. This is sewed up in such a way that the windpipe communicates directly with the outer air. After the wound has healed the patient wears the talking apparatus all day, with a layer of gauze underneath to keep dust out of his lungs. Talking imposes no particular strain on either speaker or listener.

Commenting on this development the New York *Evening World* said:

“Though only 600 persons in America are known to have survived the operation for throat cancer, the Western Electric Company and the American Telephone and Telegraph Company, which maintain the laboratories jointly, released two of their greatest scientists for the experiments. Without thought of financial return anywhere equal to the cost, the Western Electric is manufacturing the devices.

“Public praise has gone unsought by Dr. Mackenty and the Western Electric officials through the year that the larynx has been operating successfully. Their triumph over one of surgery’s most difficult operations was not known to many even of their closest friends.

“The Western Electric’s file of letters on the artificial larynx is a record of gripping human documents. Letter after letter repeats the story of men and women resuming their old places in life through a little rubber tube and a bit of silver, often the virtual gift of the company.”

Stand Guard Against Telephone’s Enemies

THE telephone lines of the Bell System are as perfect as the best material and workmanship can make them. Yet once in a while something goes wrong. There are many things that may happen to the telephone circuits. So it is that eternal vigilance on the part of the plant employees of the telephone company is the price of good telephone service.

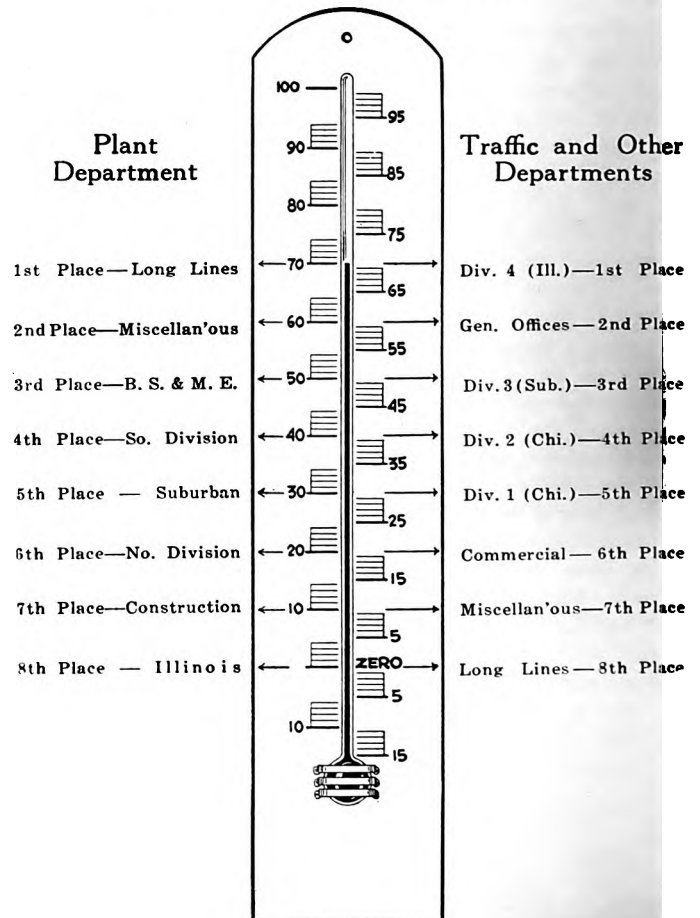
Telephone lines are constantly inspected and tested and often defects are corrected without interruption of the service to the telephone subscribers. Wind and ice storms sometimes, however, sweep down upon the exposed open-wire lines and play havoc with communication, or serious breaks occur from other causes. Then it is that the repair men, fully equipped, are rushed to the scene with adequate supplies, and service is restored without unnecessary loss of time.

Neither heat nor cold nor the wildest storms prevent these men from performing their important tasks of restoring the service. Throughout the Bell System the work of these hardy and faithful employees is essential to the maintenance of good telephone communication.

THE ACCIDENT THERMOMETER

Standing of Departments on February 28 in the race for the record in accident prevention.

Based on Accidents per 100 Employees



“EVERY PICTURE TELLS A STORY”

Oscar St. John—Trail Blazer

IN the spring of 1898 an iron worker, Oscar St. John, whose brother, Albert, was Main wire chief, became convinced that the telephone company was a pretty good concern to work for so he made an application for employment to the Chicago Telephone Company and on April 13 started to work. His first job was installing and building wiring in the loop where he reported to Mr. Spears, now with the Western Electric, and who, in turn, reported to J. S. Ford. For four years Oscar continued his wiring work in the loop and then tried his hand at inside splicing. One year later, in 1903, he became an underground cable splicer.



OSCAR ST. JOHN

From 1914 to 1917 Mr. St. John was a supervisor of cable splicing. Then he was detailed to the special work of inspecting and testing cable which position he now holds.

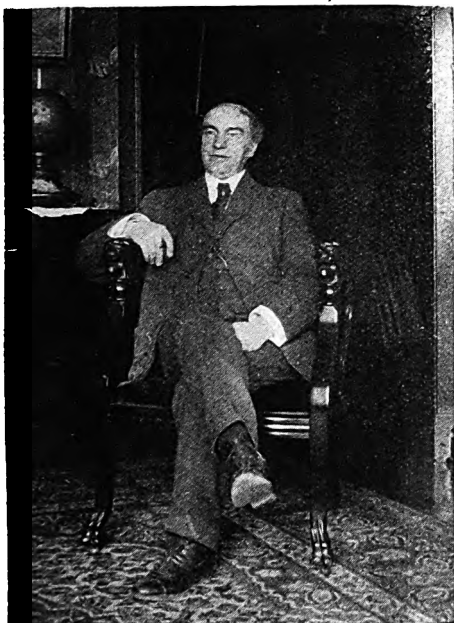
In the old days M. J. Mullen, popularly known as "Moon" Mullen to his many friends and other coworkers in the Construction Department, was a helper for Mr. St. John. It is not known whether these two acquired a resemblance to one another at this time, but anyway, the fact remains that to-day many of their fellow workers often mistake St. John for Mullen.

Commercial Man Retires

CHARLES D. MILLIS, affectionately known by everyone as "Dad," retired March 1, after having completed twenty successful years in Bell service. Dad's initial entry into the Bell

family occurred December 1, 1904, at which time he obtained a position with A. M. Ramsay in the Directory Division. After some five or six years in this branch of the work he was transferred to the Commercial Department where he has accumulated a host of friends through his kindly and genial disposition.

Mr. Millis, before entering the telephone business in Chicago, filled the position of postmaster at Oswego, N. Y., for



CHARLES D. MILLIS

a period of about ten years and left there with an enviable record.

"Dad" was seldom late, earning the nickname of "Early Bird" by his fellow employees. His retirement from active duty will be regretted by his many friends who wish him well.

Long Distance Sleuths Rival Fiction's Best

LONG distance telephone supervisors receive many appeals to unravel tangled calls, and in so doing have gained such a degree of dexterity as to rival even Sherlock Holmes himself.

No so long ago a call was filed to Chicago in care of an apartment house "on West Lake Street, three stories high, first floor used for stores, second and third for bachelor apartments and just recently completed." The call seemed hopeless until it occurred to the supervisor to call up a prominent contracting company that readily supplied the name and street number of the building. When it came to reaching the party desired, however, it was found that he had just left to catch a train. The Union Station was then called and the subscriber was located.

A prominent St. Louis man recently received a message to the effect that his wife, who was visiting in Kansas City, had been killed in an automobile accident. It was a few minutes before eleven o'clock at night and the train for Kansas City left at eleven-thirty. In his excitement at receiving the news he failed to find out where the call had originated. Immediately he got in touch with Long Distance and, in relating his predicament to the supervisor, told her that his wife had intended to motor to Topeka. The supervisor called up the newspapers in both Kansas City and Topeka, but they had not heard of any automobile accident. Then a road map was consulted and several small towns were reached, but without result. Finally, from a very small station word came that there had been an automobile wreck there, but no one was seriously injured. The auto party was reached at one of the hotels and within a few minutes the St. Louis man was talking with the wife he thought was dead.

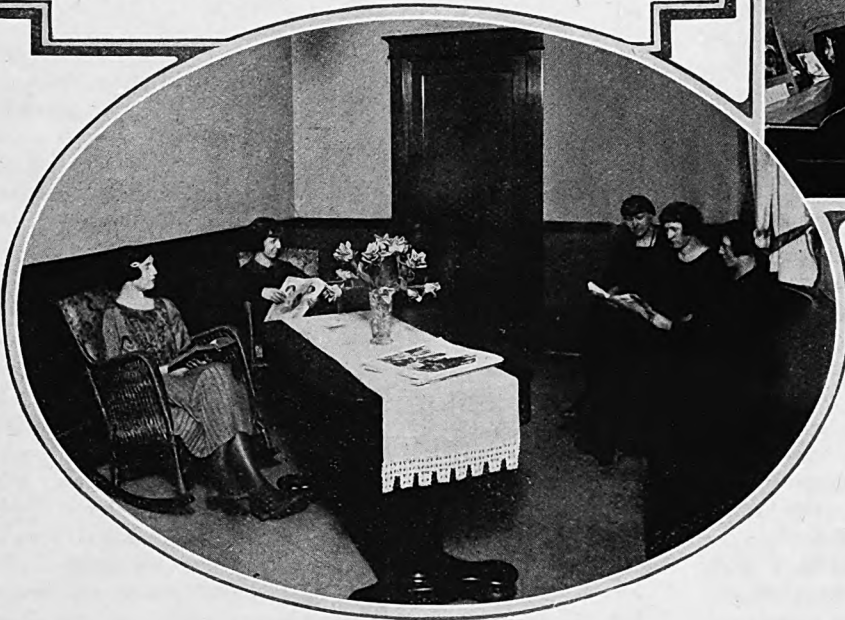


WINNER IN STATE CHESS TOURNEY

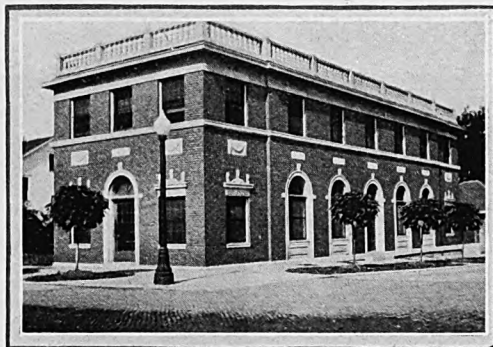
Wallace E. Mitchell, Chicago Revenue Division of the Accounting Department, was presented with a silver cup by the Correspondence Chess League of America. Mr. Mitchell won the 1924-1925 Illinois State Chess Tournament.

HELPING TO GIVE GOOD SERVICE AT PAXTON

(More pictures appear on page 33)



OPERATORS' REST ROOM



TELEPHONE BUILDING



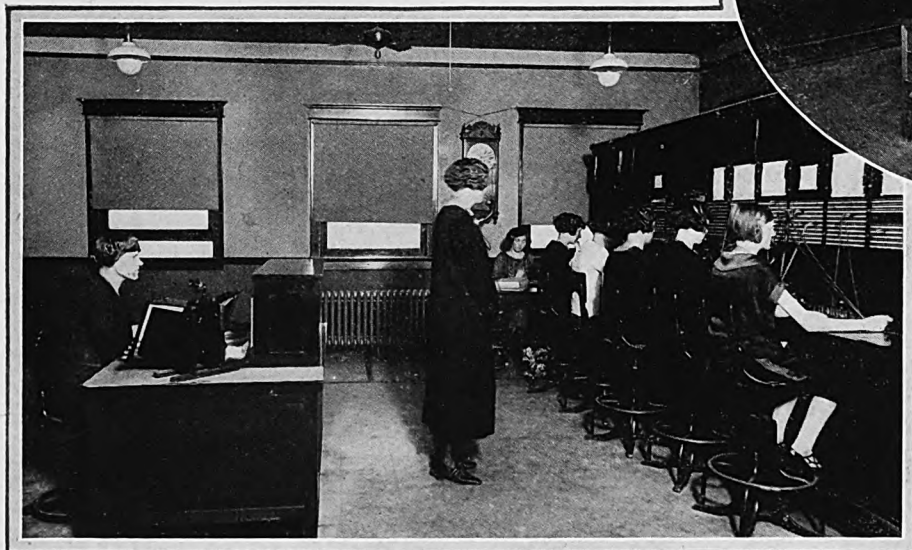
A. E. WESSLUND
Plant Superintendent



Alice Duffin, Palma Crantz, Greeta Smith, Ellen Dahl, Laura Pierson.



BOOKKEEPING DEPARTMENT
Laura Pierson, Bookkeeper;
A. E. Wesslund, Plant
Superintendent.



THE OPERATING ROOM
Amanda Abrahamson, Chief Operator; Ellen Dahl, Supervisor; Alice Duffin, Palma Crantz, Florence Engdahl, Verna Swanson, Greeta Smith and Cleo Smith.

PAXTON, THE CITY BEAUTIFUL

The Central Telephone and Telegraph Company Gives This Town Local Service and Coöperating With the Bell Furnishes Toll Lines for Its Subscribers

PAXTON, county seat of Ford County, is situated 100 miles south of Chicago on the Illinois Central and Lake Erie and Western Railroads. It is a city of 3,500 population and can, perhaps, for its size show a business activity and civic improvements that would place it in a class of twice its size or more. It is at the junction of two of the main state hard surfaced roads or trunk lines, No. 25, Chicago to Cairo, and No. 9, Indianapolis to Peoria and west. Paxton has always been the center of hard road activity, having over ten miles of paved streets in the city and about seventy-five miles of fine gravel roads in the country surrounding. The Central Illinois Public Service Company has one of its large auxiliary plants here and there is also a good gas plant in the city, and a furniture factory that employs more workers than any other in the city. The Water Department belongs to the city. Several other activities, such as the Ford County Chautauqua, maintenance of the public parks, etc., has been worked out on a "Mutual" plan between the city government and its citizens and this has been very beneficial to all concerned.

The Chamber of Commerce deserves great credit as one of the oldest active organizations in Paxton. Another active organization is the Kiwanis Club. These organizations, as well as individuals, actuated by the community spirit are more or less responsible for Paxton's reputation as a mighty good place to trade and also live in.

"Paxton, the City Beautiful," has been the slogan that has been lived up to and many of the things of which Paxton is so proud would probably not have been possible without its splendid business enterprise, both public and private, that has placed and established it as a business center that enjoys the trade of the surrounding country covering a territory of seventy-five miles in every direction.

Company Owned Locally

The Central Telephone and Telegraph Company is strictly a Paxton institution, owned and controlled by local business men who have a vision for the future of Paxton. The relationship between the Illinois Bell Telephone Company and the Central Telephone and Telegraph Company has always been most pleasant. Owing to the very fine courtesy and coöperation of the representatives of the Illinois Bell Telephone Company the Central Telephone and Telegraph Company can boast of one of the best toll line service to be found anywhere.

The Central Telephone and Telegraph Company, incorporated in 1901, grew like "Topsy" and continued to do so until full and complete rebuilding was necessary. This work was started in the spring of 1918 and was finished October, 1920. In this construction work the Central Telephone and Telegraph Company knew the desire of its subscribers to be furnished first class service and did not hesitate to equip and install an exchange that the company figured would be second to none. In so doing it had to expend a good many thousand dollars for the improvement which now consists, in the town proper, of a cable plant with over 12,000 feet of underground cable laid in vitrified clay conduit and over 45,000 feet of aerial cable. All aerial cable is distributed from the underground cable which, of course, is the larger, no aerial cable, to speak of, being larger than fifty or twenty-five pair. Every piece of apparatus that was in service in the old plant has, since 1918, been replaced, which means practically a new system throughout with the exception of the rural lines.

Modern Equipment

Paxton has over 800 telephones operated by central energy

and approximately 235 operated by magneto. The equipment for the same is all Western Electric. The common battery switchboard is a six-position board and equipped in the most modern way. All service wires in the city are twisted pair copper clad wires. The company owns throughout its plant over 4,700 poles. Approximately 500 miles of No. 12 iron wire, practically new, make up the rural lines. Local toll lines to the smaller towns in its territory are owned by the company as is the fireproof telephone building used exclusively as a telephone office.

That the new equipment has aided in giving better service to subscribers and that this improved service together with the wonderfully good toll lines furnished by the Bell company has been appreciated by the public is evidenced by the fact that Central company has gained approximately 300 subscribers since the cut-over. The telephone operators of this exchange deserve the greatest credit possible for the courteous and efficient service that they always aim to give the public and for which they have been commended at various times.

Practical Management

The directing head, and the man who has done more than any other toward making the company the success it is, is A. E. Wesslund, plant superintendent. He was graduated from Brown's Business College in Champaign in 1905, then took up the electrical trade, both in work and study at the Coyne National Trade School in Chicago, and at this same time attended Lane Technical High School. Mr. Wesslund later went to Washington and was identified with the Washington Water Power Company and also Nixon and Kimmell, electrical engineers and contractors. Returning to Illinois, he began service with the Central Telephone and Telegraph Company in the winter of 1911 and has been identified with that company ever since, with the exception of a period spent in the service of the government during the World War. At the time Mr. Wesslund began work with the Central Telephone and Telegraph Company it had an old type magneto system, with only a few hundred subscribers, and practically all aerial open wire construction. Under the supervision of Mr. Wesslund this entire plant has been practically rebuilt and one will find at Paxton to-day one of the most up-to-date telephone exchanges in this section of the country. This plant has grown from a few hundred subscribers in 1911 to an exchange of approximately 1,100 stations and is giving absolutely first class service.

What "Station" Means in Telephone Parlance

IN telephone parlance every connected telephone instrument is a station, so that when the statement is made that there are now 16,000,000 telephone stations in the Bell System, it means that there are that many telephone instruments in actual use in the United States, Bell-owned or connected with the System.

Telephone subscribers, however, are sometimes confused by the terms station-to-station in placing long distance telephone calls. An amusing instance of this is cited recently from Des Moines. A party in that city called the rate clerk and requested the rate to Parker's Prairie, Minn. After being told that the station-to-station rate was \$2.15 for three minutes the subscriber said, "Thank you" and hung up. Five minutes later the same person called the rate clerk again and wanted to know how many stations there were between Des Moines and Parker's Prairie. He was trying to figure how much the call would cost him.

BUILDING THE HOUSE

By May T. Dewhurst

"WELL, Tom, I wonder where we go next," complained Mary as she moved around the crowded dining room trying to arrange the room comfortably for the evening. "Since you began building us over we certainly have had a mess here."

"But just think how nice it will be when it is finished," said Mother. "Come into the sitting room and see how much the men accomplished to-day. I didn't believe it could be made into such a big room."

"That old hall was just waste space," said Tom, "and see what a good fireplace this will be. We can have bookcases built in and I think I'll make a nice seat on each side and we can have the seat lift and keep our wood in the box out of sight," and Tom pulled out his foot rule which seemed to be his indispensable companion these days.

"I see where we must make some nice cushions for those seats, Mother. How would you like to have a dull blue? You can get real pretty denim with a pattern on it that is quite cheap, and it won't fade there."

"I don't think you better do that," answered Tom, "unless you want a row in the family. Katie is planning to use blue and I'm going to stain our wood-work a sort of Flemish oak color to go with the table we bought."

"Well, if you ask me," laughed Mary, "I think Katie is making a mistake. You two dark heads need a more cheerful background and then, if you make Katie dress in blue all the time there won't be contrast enough. And when you come home blue because you can't pay your bills, that color scheme will add a few shades of indigo to your feelings."

"Then you just come down to our room, Tommy, and I'll have some nice turkey red pillows to cheer you up," laughed Mother.

"What are you all doing in here?" called John Crane as he and Katie, having climbed up the front porch only to find a temporary door nailed over the entrance, stood peeking in through the cracks.

"Come around to the side door," replied Tom. "This isn't Katie's door, anyway."

"Oh, Tom, can we go upstairs from the side door now? Come on, John, I'll invite you up to spend the evening," and Katie jumped from the porch and hurried to the other door of the duplex house, which was being made from the little cottage.

"Some stairway!" said John, as he followed Tom and Katie and tried to keep Mary from falling down the temporary steps.

"But just see," said Katie, "they've got a floor already and isn't it going to be lovely with all these windows?"

Tom, with the air of a householder explained how he was going to have his fireplace seats and bookcases and as they looked out on the upper porch, he said, "of course, anytime we are not home of an evening, I don't mind if you folks use the porch. If John wants to put up a hammock he and Mary can swing in it half the time."

"I guess John won't do anything of the kind. We're going to screen our porch, aren't we, Mother, and we are going to have lovely vines all over it, too, and maybe we'll get some of those splint screens that can be rolled up. They're cheap at the mail order house. Cousin John had some, you know."

"I wish they'd finish the kitchen so I could put in all my lovely tinware. I'm just crazy to see how pretty it will look."

"That's right, Katie, the kitchen is the place with which to begin," said Mother.

"Especially if you marry a boy like Tom," laughed Mary.

At this time voices were heard below and looking down Tom saw Mr. and Mrs. Wilson and Ted.

"Hello, Tom, having a reception up there? Are these steps safe for 180 pounds?"

"Yes, they are safe enough, if you don't mind the climb. We came up all right, but I don't know whether the girls can get down."

"I'm coming anyway," said Mrs. Wilson. "I'm just wild to see the place. Come on, Ted, you look out I don't fall backwards."

"Well, Tom," said Mr. Wilson, "how's the plan working out? I have been worrying a little about this door out of the living room for fear it will cool your room too much."

"But Ned," said Mrs. Wilson, "they can keep it closed in the winter and they don't come into the house

that way."

"But what about our door?" said Mary. "I'm afraid Tom will hate to have us use his side entrance."

"Of course, Katie, and I won't allow you to use it! But if you provide a rug in the little hall and keep the side porch clean, and shovel the snow, and get a nice little electric fixture, maybe we'll allow it."

"Shall I get a brass knocker for it?" asked Ted. "I think that would help a little; one knock for your mother and two for Tom."

The way Mr. Wilson looked at every detail proved the interest he had in the new home and his criticisms showed a keen business sense but Mrs. Wilson made a suggestion which everyone recognized as most valuable. As will be seen on the plan there were two doors into the little hallway. This left no wall space on that side of the room and spoiled the effect for the bookcases Tom planned to build on each side of the fireplace, and it left no room for a lounge or a piano.

"We could put a couch under the windows," said Mary.

"Yes, but you must have pretty deep windows to let in all the light you can," said Mr. Wilson, "and in winter a couch by the windows is not very cozy. I think Mrs. Wilson is right; doors are not ornamental to a room and you can spare one and

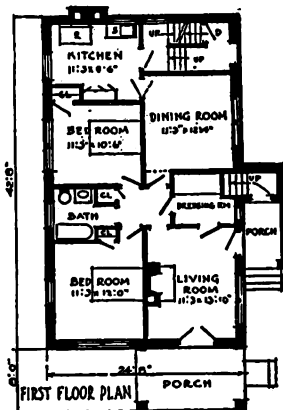
save money, too."

"I'm glad they are going to leave our old back door and those stairs. I like to have two ways to get out in case of a fire," said Mother.

"You won't be in much danger with a two-story house, anyway," said Mr. Wilson, "but it will be handy for your delivery boys to have that entrance and then it is going to save your nice garden, not to make changes in the back."

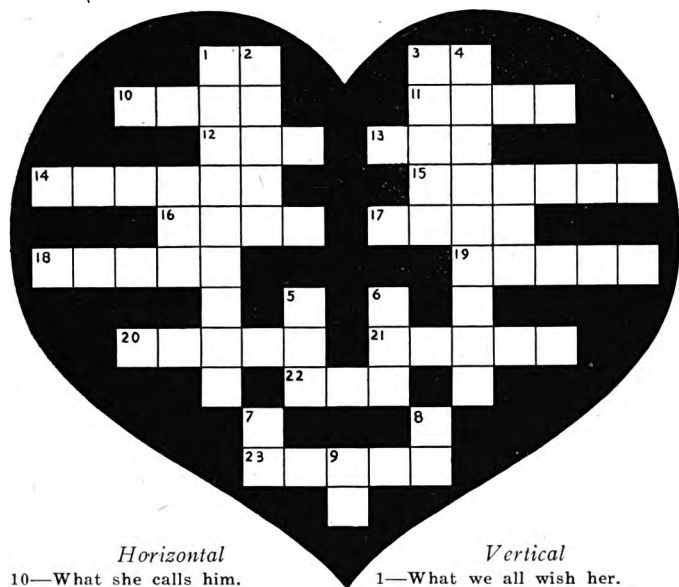


THE DUPLEX HOUSE WHICH WAS REMODELED FROM THE LITTLE COTTAGE



As the family congregated in the dining room and sat cozily, if a little crowded, around the table, Mary said, "I'm going to try you out on this cross-word puzzle that the girls got up for Katie. Tom hasn't seen it yet so he can work on it, too. You see it's a heart and it's about the coming event."

"I guess I could do better on specifications and house plans,"



Horizontal

- 10—What she calls him.
- 11—The w. k. chest.
- 12—Seat in church.
- 13—She'll have to stop stepping with them now.
- 14—His favorite flowers.
- 15—What he said when he proposed (two words).
- 16—The tender token of affection.
- 17—Generally described as witching.
- 18—The instrument that will supply the music.
- 19—The kind of music played as idling party enters.
- 20—Down which the wedding party marches.
- 21—The negligible quantity at the wedding.

Vertical

- 1—What we all wish her.
- 2—The wedding garment requiring many fittings.
- 3—What he calls her (a la Harold Teen).
- 4—The trip after the wedding.
- 5—What she answered when he proposed.
- 6—The newspaper in which the event will be written up (symbol).
- 7—What Mother calls her son (initials).
- 8—Personal pronoun for groom.
- 9—The road on which they may depart.
- 22—Katie's gift to her mother.
- 23—The groom's mother-in-law's daughter.

said Tom. "This thing looks like Greek to me. I never did one of these things."

"Just as well, Tom! My wife and I began on them one evening and for a while we couldn't do anything else. I got so I didn't know what was going on in the world because I always turned to the cross-word puzzle page of the paper first. So finally we both stopped before there was a law passed to prevent our wasting so much time."

"Well, dad, it did increase your vocabulary. It's an awful good way, too, to get acquainted with a girl when you don't know what to talk about. It saved my life last night when I made that call mother said I ought to make."

"Oh, I won't say it hasn't its uses, but your mother and I have enough to talk about. Come on, now! I bet I'll get the answers first." And Mr. Wilson went at the amusing little puzzle with as much ardor as he had shown in planning the house.

And as the group worked silently around the table, Katie and Mother busied themselves in the kitchen popping corn which was to reward the winners, while Mary superintended the contest.

Commercial Man Taken by Death

GEORGE E. MEZGER, supervisory clerk, Unit No. 8 of the Chicago Commercial Department, died on February 5, after a lingering illness. He left a widow and a host of friends to mourn his loss.

Mr. Mezger entered the employ of the Illinois Bell Telephone Company in June, 1916, as an adjuster and continued in that capacity until June, 1923, when he was appointed supervisory clerk.

Mr. Mezger, better known to those who worked with him as "George," was possessed of a pleasing manner and his death was a sad blow to his many friends. It was known for several weeks before his death that he did not enjoy the best of health, nevertheless he always wore a smile and was ever ready with a helping hand.

Mary Magee Meets Tragic Death

WHILE returning from services at St. Mary's of the Lake Church on the evening of March 7, Mrs. Mary Magee, a seamstress in the Franklin Building, Chicago, was



MRS. MARY MAGEE

struck by an automobile and killed. The accident occurred almost in front of Mrs. Magee's home which was but a short distance from the church. Her daughter who was accompanying her was severely injured.

Funeral services were held at St. Mary's on the following Wednesday morning and were attended by a large number of friends.

The tragic death of Mrs. Magee, brought sorrow to many friends who have known her since she became identified with the company seven years ago. Mrs. Magee's genial disposition and cordial friendliness endeared her to those who were in contact with her at the office and those who had the privilege of spending some time at her summer cottage.

Long Lines Morse Man Dies

HARVEY DUNNINGTON ROACH, employed in the Morse Department of the Chicago Office of the Long Lines Department, died of heart trouble, February 15. He had been in ill health for several weeks but was able to be at work until January 14. It was not thought that his illness was serious, but his condition steadily grew worse and after making a hard fight for life, he succumbed. Interment was at Macon, Mo., Mr. Roache's old home town. Funeral services were held at the home of his father, Asa Roach, February 18, and were conducted by the Rev. W. L. Meyer, the Rev. Mr. Chappell and the Masonic lodge.

Mr. Roach was born at Macon, Mo., May 15, 1877. In 1903 he was married to Miss Maybelle Robinson of Indianapolis, Ind., who died in 1906. There was a son, Armand D., who survives. Some years later Mr. Roach was married to Miss Ethel Faulconer of Spokane, Wash., who, with one brother Aura and two sisters, Misses Effie and Grace, also survive him. Mr. Roach's death came as a distinct shock to his many Chicago friends, it being entirely unexpected. He was well known in the telephone field, having held several responsible positions, at one time being chief testboard man for the Long Lines at St. Louis, Mo. His service record dates from 1902 and at various times he was with various companies at Maumee, Ohio, St. Louis, Mo., Santa Fé Railway, La Junta, Colo., Pacific Telephone and Telegraph Company, Seattle, Wash.; Postal Telegraph Company, San Francisco, Cal.; Mountain State Telephone and Telegraph Company, El Paso, Tex., and Illinois Bell Telephone Company, at Chicago.



HARVEY D. ROACH



Happy Days!

"And promise me, promise me," she pleaded, "that there will be no more cross words in our married life."

His answer was a four-letter word meaning certain rodents.—*American Legion Weekly*.

But, Did the Ghost Walk?

An itinerant company playing Shakespearian rôles appeared one night at the Opera House and the various scribes attended the performance. In the rôle of "Critic," one gave his impressions of the show in the morning's paper as follows:

"There has been some controversy and a great deal of argument as to who wrote Shakespeare—Shakespeare himself, or Bacon. The question can now be very easily settled. All that is necessary to do is to go to the graves of the two men, dig them up and the fellow who turned over in his grave last night is the author."—*Kablegram*.

Not So Much

They were talking of the marvels of wireless telephony, and a conversation between Rome and London was mentioned.

"Oh, that's nothing!" broke in one individual. "I know a man who blew a bugle in Pittsburgh, and went to Long Island and saw the Sound."

Undesirable

A wan looking cockney entered the canine emporium and approached the dealer.

"Hi wants a dog about so 'igh an' so long," he began.

"What kind?" queried the dog dealer.

"Hits a kind of grey'ound," responded the cockney.

"Quite so."

"An' yet it ain't a grey'ound," continued the customer, "becos 'is tyle is shorter nor any o' these 'ere grey'ounds."

"I see, continue."

"An' 'is nose is shorter."

"Well?" queried the dealer.

"An' 'e ain't so slim about the body."

The dealer by this time had turned away.

"But still, 'e's a kind of grey'ound," continued the cockney. "Do you keep sich dogs?"

"No, we don't," came back the short reply, 'we drowns 'em.'—*Voo Doo*.



WHY THE OPERATOR SENT THE POLICE

Wife: "The servant has thrown up her position because you were so rude to her on the telephone."

Husband: "Oh, I thought I was talking to you!"—*Kasper* (Stockholm).

Anticlimax

I saw a salesman unwrap a beautiful piece of velvet in which he had carefully protected a shoe. He set the shoe on the square of velvet and it certainly looked like a real sample of footwear. The green velvet just set off the tan of the shoe. The salesman handled the shoe as if it were a precious gem, gently and lovingly. I decided he was a real salesman, and then—I heard him say "Ain't that a swell model, Missus?"—*Specialty Salesman*.

The ability to speak several languages is valuable, but the ability to keep your mouth shut in one language is priceless.

Raising the Ante

She: "A penny for your thoughts."

Mr. Staylate: "I was thinking of going."

Her Father (at head of stairs): "Give him half a dollar, Viola—it's worth it!"—*Tit-Bits* (London).

Well Turned Out

"Did your last employer give you a reference?"

"Yes, but it doesn't seem to be any good."

"What did he say?"

"He said I was one of the best men his firm had ever turned out."—*London Telegraph*.

A Slight Correction

Friend: "I say, your wife looks charming. Her dress is a poem."

Author (who foots the bill): "Much more than that, old man; ten poems and a short story."—*Passing Show*.

Obstinate

Mother: "Now, children, don't quarrel. What's the matter?"

Harold: "We're playin' shipwreck, an' Susie won't go in the bathroom and drown herself."—*American Legion Weekly*.

"Stop and let the train go by.

It hardly takes a minute;

Your car starts out again intact,

And better still—you're in it!"



Americans will not wait

Accustomed to instant communication by telephone and telegraph, our military authorities realized in the late war that the American Expeditionary Forces could not depend on the communication services of Europe.

The necessary plans, materials and engineers were sent over in ship loads. A world record was made by the Signal Corps in establishing lines of communication indispensable to every branch of the army. In a surprisingly short time, every American general in France had at his instant disposal the communication facilities and service to which, in

America, he had been accustomed.

Europe was sometimes startled by the amazing methods of the telephone workers from overseas. The American-trained Signal Corps units invariably sought the shortest way, overcoming all natural obstacles to extend the needed means of communication.

The Americans were not content to wait. They expected and demanded the same ever-ready telephone connections which they had at home. The Bell System has set a world standard for prompt attention and continuous service.



**AMERICAN TELEPHONE AND TELEGRAPH COMPANY
AND ASSOCIATED COMPANIES**

BELL SYSTEM

One Policy, One System, Universal Service



THESE FOLKS HELPED TO PREPARE THE ORDERS AND ASSIGNMENT SHEETS FOR THE TRUNK WORK AT NEW SUPERIOR OFFICE

Left to right—William B. Overbee, Cecelia Ter Maat, Edna Rau, Alexander C. Findlay, Louise Goelkel, Roy E. Weinschenk, Estelle E. Rudd and Matilda Hanson.

Under Item 4, for example, a trunk to Edgewater must be assigned to one of thirteen district or office frame groups; to one of five banks in that group and then to one of ninety trunk terminals in that bank. Then the trouble desk jack is selected from the 2,800 available with the thought of convenience for the desk switchmen and an enduring arrangement that will not require frequent recross connecting. Make-busy switch assignments are made to permit the desired operating arrangements at the call indicator positions through the several hours of the day as are the call indicator position and cord assignments themselves.

Jim Cleary photographed this smiling group—smiling because the task is done and smiling again because the entries of more than 100,000 digits have been checked and checked again and found free from error.

DEPARTMENT OR DIVISION	STANDING THIS PERIOD		NUMBER OF ACCIDENTS PER 100 EMPLOYEES										TOTAL ALL ACCIDENTS	
	1924	1925	1	2	3	4	5	6	7	8	9	10	1924	1925
GENERAL OFFICES	2	1	.07										15	7
ILL. DIV'N TRAFFIC	5	2	.39										18	5
SUBURBAN TRAFFIC	3	3	.25										17	10
DIV'N NO. 1 TRAFFIC	4	4	.31										50	70
COM'L ALL DIV'NS	7	5	.50										16	16
DIV'N NO. 2 TRAFFIC	6	6	.49										60	48
MISC. TRAFFIC	8	7	.79										41	24
LONG LINES TRAFFIC	1	8	.00										18	15
TOTAL TRAFFIC			.39										235	195

LOST TIME ACCIDENTS IN TRAFFIC, GENERAL OFFICES AND COMMERCIAL, PER 1,000 EMPLOYEES

More Credulous Now

SO prolific of wonders has the twentieth century been that this generation is not filled with the doubts and incredulity which characterized its antecedents. It is commonly said that the civilized man of to-day is surprised at nothing, no matter how revolutionary and inexplicable.

In an unpretentious announcement, such as might be used in conveying greetings to the trade, the American Telephone and Telegraph Company heralded the inauguration of the commercial transmission of photographs by wire between the cities of New York, Chicago and San Francisco. And the manner in which the public received the announcement was just as matter-of-fact. The public just took it for granted that the thing could be done and would be done.

A few years ago such an announcement would have evoked general suspicion. The first phonograph was heard with a knowing wink. People have mistrusted the voices they heard over the primitive telephone. Electricity was another of the marvels which once provoked public skepticism. To-day not even the marvelous radio nor the transmission of photographs by telegraph wire can cause sophisticated modern man to doubt their genuineness.—*Joliet Herald News.*

Record Made by Peoria Commercial Employees

IN November, 1924, the commercial employees at the Peoria Exchange attained the distinct record of each employee having subscribed for A. T. & T. stock under the employees' plan. It was brought out at that time that Peoria was the first exchange to accomplish this record in the Illinois Bell territory. Now the Peoria Commercial employees come along with another record. On March 10 every employee in the Commercial Department had made one or more sales since the first of January. The Commercial employees at Peoria were again first in this effort.

DEPARTMENT OR DIVISION	STANDING THIS PERIOD		NUMBER OF ACCIDENTS PER 100 EMPLOYEES										TOTAL ALL ACCIDENTS	
	1924	1925	1	2	3	4	5	6	7	8	9	10	1924	1925
SUBURBAN PLANT	7	1	.77										28	20
MISC. PLANT	2	2	.16										13	4
SO. DIV'N PLANT	5	3	.74										30	17
BLDG. SUP. AND MOTOREQPT.	4	4	.68										22	16
NO. DIV'N PLANT	3	5	.46										48	51
LONG LINES PLANT	1	6	.00										0	1
CONSTRUCTION	8	7	.91										73	70
ILLINOIS PLANT	6	8	.76										35	64
TOTAL PLANT			.77										249	243

LOST TIME ACCIDENTS TO PLANT EMPLOYEES—PER 1,000, TO MARCH 31, 1925



MEN'S AND WOMEN'S CHORUSES AT THE CONCERT IN ORCHESTRA HALL, CHICAGO, ON APRIL 15

THE VOICE WITH THE SMILE CAN SING A BIT, TOO

By R. B. Borden

THE conductor's baton made its last sweeping beat; the deep roll of the organ and the sonorous chord of the piano blended with the tones of scores of vibrant voices pouring out of row upon row of upturned faces. Thus ended the fourth joint Orchestra Hall Concert of Bell Choruses on April 15. Telephone men and women, who in their workaday world, spin metallic nets of communication and breathe into them the essence of life and service, have found in their choruses an outlet for their more aesthetic natures.

Their success in this endeavor can best be told in excerpts quoted from the press notices of the day following the concert.

"No music critic, however informed or thick skinned, could give anything other than a favorable report after hearing the Illinois Bell Telephone Company's choruses last night at Orchestra Hall.

"Under Daniel Protheroe, they sang like veterans, with a decided sense of rhythmic and tonal balance, and an enjoyment of their own music, which communicated itself to the very responsive audience."—*American*.

"The opening phrases of the first number, *Holy, Lord God Almighty*, sung by the united choruses was about the finest bit of purely choral singing heard here this winter. * * * * The tone was lovely in quality and the parts in excellent balance for the true choral pianissimo. It had the rich quality that comes from a body of singers which has been well trained. * * * * The opening stanza was artistically the high mark of the concert and a bit of singing that was the real thing.

"The women's chorus sang very well in its own numbers and so did the men, but neither of them reached separately the sustained beauty of tone of that opening number. * * * * But any chorus which can sing as well as it did in the *Holy*, has the right stuff in it."—*Journal*.

Too great credit for this season's accomplishment cannot be given Dr. Daniel Protheroe. In the words of Glenn Dilliard Gunn of the *Herald-Examiner*:

"Daniel Protheroe, able master of chorus, and enthusiastic practitioner of the art of concerted song. * * * * But what distinguished Mr. Protheroe's singers last night was their eagerness and enthusiasm. This spirit was a reflection, I am sure, of their conductor's attitude toward the art. Convinced that their singing gave him pleasure, these choristers were also certain it

would please the public, and they were right."

The choruses could not have been more fortunate when, out of the great musical field of Chicago, they selected Don José Mojica, Robert Macdonald, and Helen Protheroe Axtell as their soloists. Again we must turn to the trained critic for words to describe their performances:

"Mojica sang the *Salut Demeure* from *Faust* with a great deal of charm, phrasing it simply but exquisitely and so pleasing the public that he was obliged to grant two encores, the *Rigoletto La Donne e Mobile*, and a Mexican song.

"Macdonald positively electrified us—and the word is not an exaggeration—by his tremendously interesting playing of a group of Schubert-Liszt pieces and the Strauss-Schulz-Evler beautiful *Blue Danube*.

"The latter was a virtuoso exhibition of splendid technique and most artistic musicianship, and when not displaying the more virile qualities of his professional equipment he further surprised us by a touch of almost feminine delicacy and refinement. After two hearty recalls, he was obliged to play again a piece by Benjamin Godard."—*American*.

"José Mojica, tenor of the Chicago Opera, made a hit. * * * * an up-and-coming young man is Mr. Mojica.

"Robert Macdonald played a group of piano solos well. The transcription of the *Blue Danube* waltz he gave with much dash and tossed off the technical difficulties with an air. The audience insisted on an encore."—*Journal*.

"An excellent programme by fine, spirited singers placed José Mojica in the unaccustomed position of a concert soloist. This young tenor of the Chicago Opera, who has been rising to principal rôles with perhaps too much swiftness, has been rousing great interest through the east and west wherever he has been heard in recital. His slender voice and his natural musical intelligence are assets which ought to have had earlier solo exhibition in the city where he is best known."—*Post*.

"José Mojica, tenor of the Chicago Civic Opera Company, was the assisting artist and made an instantaneous hit with his rendition of *Salve Dimora* from Gounod's *Faust*. * * * * Robert Macdonald, who played the accompaniments, also was heard in a group of piano solos. He performed the Schulz-Evler paraphrase of Strauss' *Blue Danube* waltz with a great deal of technical brilliance. He also had to give an encore."—*News*.

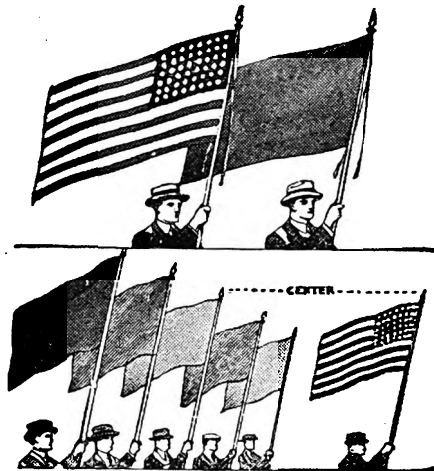
THE FLAG: *How To Display It* *How To Respect It*

UNTIL two years ago there was confusion in the displaying of the flag and according it honors even among those who were presumed to have expert knowledge of flag etiquette. In the 147 years that had elapsed since the founding of the United States no official and authoritative code had been prepared for observance by those outside the army and navy. The army had a certain set of formalities and the navy had a different set.

On Flag Day, June 14, 1923, representatives of sixty-eight

organizations assembled in Washington, D. C., at the invitation of the American Legion. This National Flag Conference then adopted a code, and met again one year ago to make slight revisions.

While these rules have no official government sanction, they represent the authoritative opinion of the principal patriotic bodies of the United States and of army and navy experts. They are being followed



RULE TWO

by 113 organizations, including the organizations which took part in the conference. In addition, assurances have been given by the public school authorities in thirty-two states that these rules for correct display of the flag will be taught in the schools.

Code of the Flag

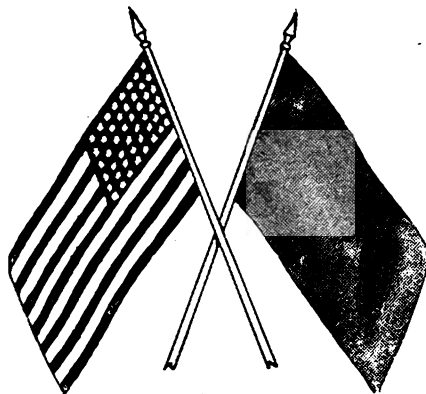
1. The flag should be displayed only from sunrise to sunset, or between such hours as may be designated by proper authority. It should be hoisted briskly but should be lowered slowly and ceremoniously. The flag should be displayed on all national and state holidays and on historic and special occasions. However, being the emblem of our country, it ought to fly from every flagpole every day throughout the year, weather permitting.

2. When carried in a procession with another flag or flags, the flag of the United States of America should be either on the marching right—i. e., the flag's own right—or, when there is a line of other flags, the flag of the United States of America may be in front of the center of that line.

3. When displayed with another flag against a wall from crossed staffs, the flag of the United States of America should be on the right—the flag's own right—and its staff should be in front of the staff of the other flag.

4. When a number of flags of states or cities or pennants of societies are grouped and displayed from staffs with the flag of the United States of America, the latter should be at the center or the highest point of the group.

5. When flags of states or cities or pennants of societies are flown on the same halyard with the flag of the United States of America, the latter should always be at the peak. When flown from adjacent staffs the flag of the United States of America

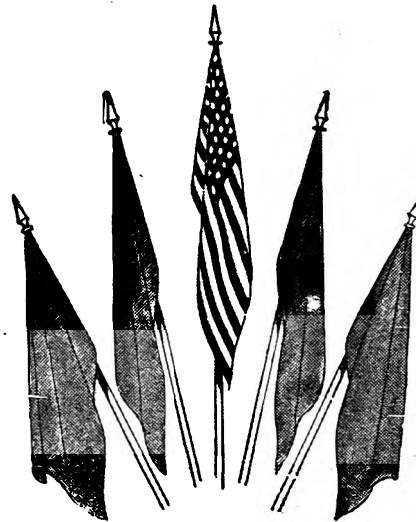


RULE THREE

should be hoisted first and lowered last. No such flag or pennant, flown in the former position, should be placed above, or, in the latter position, to the right of the flag of the United States of America—i. e., to the observer's left.

6. When flags of two or more nations are displayed, they should be flown from separate staffs of the same height and the flags should be of approximately equal size. International usage forbids the display of the flag of one nation above that of another nation in time of peace.

7. When the flag is displayed from a staff projecting horizontally or at an angle from the window sill, balcony or front of building, the union of the flag should go clear to the peak of the staff unless the



RULE FOUR

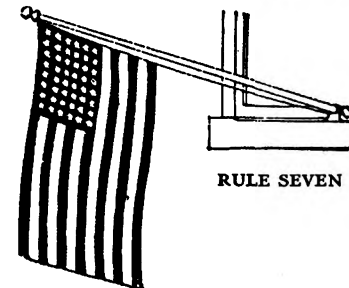
flag is at half staff. When the flag is suspended over a sidewalk from a rope, extending from a house to a pole at the edge of the sidewalk, the flag should be hoisted out from the building towards the pole, union first.

8. When the flag is displayed in a manner other than by being flown from a staff it should be displayed flat, whether indoors or out.

When displayed either horizontally or vertically against a wall, the union should be uppermost and to the flag's own right—i. e., to the observer's left. When displayed in a window it should be displayed the same way—with the union or blue field to the left of the observer in the street.

When festoons, rosettes, or drapings are desired, bunting of blue, white and red should be used, but never the flag.

9. When displayed over the middle of the street, the flag should be suspended vertically with the union to the north in an east and west street, or to the east in a north and south street.



RULE SEVEN

10. When used on a speaker's platform, the flag, if displayed flat, should be displayed above and behind the speaker. If flown from a staff, it should be in the position of honor, at the speaker's right. It should never be used to cover the speaker's desk or to drape over the front of the platform.

11. When used in connection with the unveiling of a statue or monument, the flag should form a distinctive feature during the ceremony, but the flag itself should never be used as the covering for the statue.

12. When flown at half-staff, the flag should be hoisted to the peak for an instant and then lowered to the half-staff position.

tion; but before lowering the flag for the day it should be raised again to the peak. By half-staff is meant hauling down the flag to one-half the distance between the top and the bottom of the staff. If local conditions require, divergence from this position is permissible. On Memorial Day, May 30, the flag is displayed at half-staff from sunrise until noon and at full staff from noon until sunset, for the nation lives, and the flag is the symbol of the living nation.

13. Flags flown from fixed staffs are placed at half-staff to indicate mourning. When the flag is displayed on a small staff, as when carried in a parade, mourning is indicated by attaching two streamers of black crepe to the spearhead, allowing the streamers to fall naturally. Crepe is used on the flagstaff only by order of the President.



RULE EIGHT

fitting emblem for display, it should not be cast aside or used in any way that might be viewed as disrespectful to the national colors, but should be destroyed as a whole, privately, preferably by burning or by some other method in harmony with the reverence and respect we owe to the emblem representing our country.

Cautions

1. Do not permit disrespect to be shown to the flag of the United States.

2. Do not dip the flag of the United States to any person or any thing. The regimental colors, state flag, organization or institutional flag will render this honor.

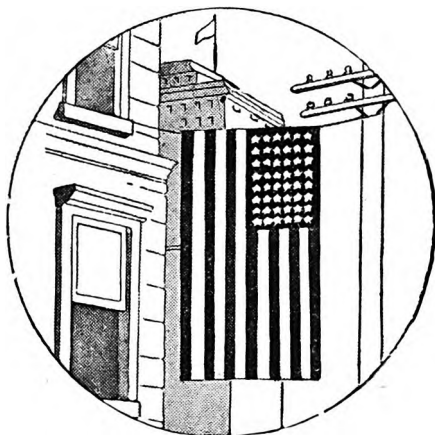
3. Do not display the flag of the United States with the union down except as a signal of distress.

4. Do not place any other flag or pennant above or to the right of the flag of the United States.

5. Do not let the flag of the United States touch the ground or trail in the water.

6. Do not place any object or emblem of any kind on or above the flag of the United States.

7. Do not use the flag as drapery in any form whatever. Use bunting of blue, white and red.

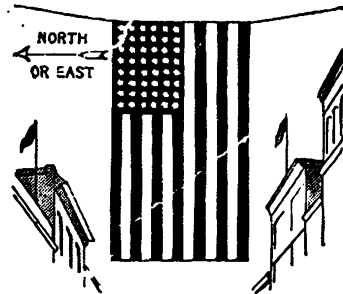


RULE SEVEN

14. When used to cover a casket, the flag should be placed so that the union is at the head and over the left shoulder. The flag should not be lowered into the grave or allowed to touch the ground. The casket should be carried foot first.

15. When the flag is displayed in the body of the church it should be from a staff placed in the position of honor—at the congregation's right as they face the clergyman. The service flag, the state flag or other flag should be at the left of the congregation. If in the chancel or on the platform, the flag of the United States of America should be placed at the clergyman's right as he faces the congregation, and the other flags at his left.

16. When the flag is in such a condition that it is no longer a fitting emblem for display, it should not be cast aside or used in any way that might be viewed as disrespectful to the national colors, but should be destroyed as a whole, privately, preferably by burning or by some other method in harmony with the reverence and respect we owe to the emblem representing our country.



RULE NINE

8. Do not fasten the flag in such manner as will permit it to be easily torn.

9. Do not drape the flag over the hood, top, sides or back of a vehicle, or of a railroad train or boat. When the flag is displayed on a motor car, the staff should be affixed firmly to the chassis or clamped to the radiator cap.

10. Do not display the flag on a float in a parade except from a staff.

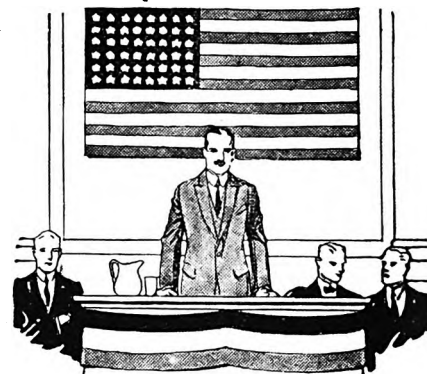
11. Do not use the flag as a covering for a ceiling.

12. Do not use the flag as a portion of a costume or of an athletic uniform. Do not embroider it upon cushions or handkerchiefs or print it on paper napkins or boxes.

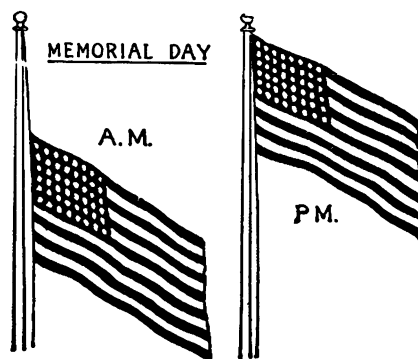
13. Do not put lettering of any kind upon the flag.

14. Do not use the flag in any form of advertising nor fasten an advertising sign to a pole from which the flag of the United States is flying.

15. Do not display, use or store the flag in such a manner as will permit it



RULE TEN



RULE TWELVE

to be easily soiled or damaged.

Proper Use of Bunting

Bunting of the national colors should be used for covering a speaker's desk, draping over the front of a platform and for decoration in general. Bunting should be arranged with the blue above, the white in the middle and the red below.

Salute to the Flag

During the ceremony of hoisting or lowering the flag or when the flag is passing in a parade or in a review, all persons present should face the flag, stand at attention and salute. Those present in uniform should render the right-hand salute. When not in uniform, men should remove the headdress with the right hand and hold it at the left shoulder. Women should salute by placing the right hand over the heart. The salute to the flag in the moving column is rendered at the moment the flag passes.

When the national anthem is played those present in uniform should salute at the first note of the anthem, retaining this position until the last note of the anthem. When not in uniform, men should remove the headdress and hold it as in the salute to the flag. Women should render the salute as to the flag. When there is no flag displayed, all should face toward the music.

Camp Roosevelt Moves to Fort Sheridan

IN recognition of six successful years of "boy building," the United States Government has provided Camp Roosevelt with land, buildings and equipment for the season of 1925 at Fort Sheridan. This includes one-half mile of bathing beach on Lake Michigan, extensive athletic fields and tentage area.

Major F. L. Beals, with a skilled staff of instructors and athletic leaders, will be in charge. The summer high school is fully accredited by the Chicago public schools. The three divisions, school, R. O. T. C., and junior camp, provide for boys twelve years of age and over.

The telephone company sent a boy employee to Camp Roosevelt in 1924 and in 1923. Parents who are interested may have further information by writing to Maj. Beals, Board of Education, 460 South State Street, Chicago.

ers and the company were sorry to see leave. After stating that he knew that they would keep up the reputation of the Illinois Bell and make good in their new jobs, he presented each with a testimonial, as a token of esteem from their associates, wished them God speed and success in their new venture. The great applause following was but a small indication of how sincerely those at the dinner approved of the sentiments expressed by Mr. Ray.

In response to all the good things said about them by Mr. Ray and other previous speakers, Mr. Schneider and Mr. Hill responded with due appreciation to the members of the club and guests, and said that their only regret was to leave behind such a bunch of good fellows whom they hoped sometime they would meet in Rio. After their talk everybody took a farewell handshake, then started back to the wardrobe and "Home, Sweet Home."

The officers of the club were warm in their thanks to the members of the different committees on this party who did such a mighty good job. Without John Lindholm as chairman of the Entertainment Committee and buyer of the cigars it would have been a tame affair. Paul Kenny, who had a finger and foot in all the doings and B. H. Textor, who coached the players, made a great hit. Harry James, song leader and dispenser of special entertainment, was one of the most popular men of the evening. Carl Davis, pen and ink expert, as the testimonial will show, was "write" there and the celebrated Illinois Bell string and wind blowing experts with E. B. Moebius deserve due credit as do all others who took part in this affair. They have received the unqualified thanks of all the members of the Chicago Plant Club.

Distinguished Visitor at Plant Club Banquet

When arranging for the farewell banquet to Messrs. Hill and Schneider, the Chicago Plant Club was very fortunate in having as its principal speaker, Señor A. de Magalhaes, consul from Brazil.

Señor Magalhaes has been in the consular service of his country for twenty-two years, serving in most of the principal cities in this and European countries. His attendance at the banquet in honor of Messrs. Hill and Schneider, who have accepted positions with the Brazilian Telephone Company, was an indication of his interest in their going and should also be considered an honor to the Chicago Plant Club.

The consul's description of the country to which Messrs. Hill and Schneider are going was very interesting, and if there is a de-



A. DE MAGALHAES

cided increase in South American travel it may be attributed to Señor Magalhaes' talk.

Wondrous Wise?

THERE was a man in our town,
And he was wondrous wise;
He thought as much of safety rules
As Chaplin does of pies.

He had a little runabout,
Which he drove in sun and rain;
But every morn at half past six
He'd meet a railroad train.

This used to make him awful mad,
His temper is would heat,
For the crossing it would always block
As he came down the street.

So, he made a solemn, earnest vow
That in order to get there
He'd beat that darned old railroad train,
If only by a hair.

One morn he recognized his chance;
The train was coming fast,—
He stepped upon his snorting "liz,"
He thought that he'd get past.

The coroner held an inquest,
And this the verdict read,
"If he had followed safety rules
He would not now be dead!"

Paxton Meeting of Illinois Telephone Association Decided Success

ONE of the most successful district meetings of the Illinois Telephone Association was held in Paxton on March 20. It was one of the best meetings ever held, both from a standpoint of attendance and program. The principal subjects discussed were the eight-hour bill, the sleet storm damage and rate matters affecting the various companies.

Gus Johnson, state representative and president of the Central Telephone and Telegraph Company of Paxton, gave a very instructive and interesting address on the eight-hour bill, at the morning session. After the address the bill was fully discussed by those present.

Jay Mitchell, secretary of the Illinois Telephone Association, talked on the emergency relief order obtained from the Illinois Commerce Commission to assist utilities to finance losses occasioned by severe storm damage.

An operators' school of instruction was held and presided over by Miss Sorenson, traveling chief operator of the Illinois Bell Telephone Company.

At noon the assemblage joined the regular meeting of the Kiwanis Club at luncheon in the Methodist Church as guests of the Central Telephone and Telegraph Company of Paxton.



IN ATTENDANCE AT A DISTRICT MEETING OF THE ILLINOIS TELEPHONE ASSOCIATION AT PAXTON

"WHAT'S IT ALL ABOUT?"—By G. S. R., in *The Telephone News*

IN almost every issue of the *News* during 1924 there appeared an article under the heading, "The Start's the Thing!" In each article the urge was to start saving—to spend less than is earned, and invest the difference.

It is perhaps natural for someone to ask: "What's it all about?" Why does the company take such pains to tell me to save my money? Is it just to sell A. T. & T. stock?

Or, "Isn't what I do with my money my own business? If I want to squander it, isn't that my own affair?"

One question at a time. The first is: "What's it all about?" Primarily, the employee's own welfare! The man that has a dollar in his pocket is a more self-respecting citizen—more independent, happier—than one without a dollar to his name. Multiply that dollar by a hundred or a thousand, and happiness increases proportionately.

Does the company benefit? Certainly! An employee with something set aside, whether in building and loan, a home, life insurance, A. T. & T. stock or what-not, is a better employee than the one without a penny saved. He is not continually harassed by financial emergencies, not worried about where the money is coming from to meet some unexpected obligation, to pay a hospital bill or unusual expense that may loom up without warning. The company has a selfish interest, yes—if it is selfish to be concerned with its employees' ease and happiness, without which they can't do the job that will produce for them the best results.

And let's look along through the years a bit.

Our pension plan was never intended, alone and by itself, to support us in retirement in the same manner of living to which we have become accustomed. No pension plan of that magnitude could be justified. We've got to do our part, got to accumulate a sufficient amount, the income from which will, plus our pensions, keep us in comfort and without financial worries when we reach the autumn of life.

Company selfish again? Yes, if it's selfish to want its employees to enjoy to the fullest their later years.

The other question was: "Is all this talk about saving merely in order to sell A. T. & T. stock?"

Hardly that! A. T. & T. stock is, of course, strongly recommended. The stock-purchase plan is the easiest way we know of for the employee to save and to save systematically. All that's necessary is for him to sign on the dotted line. Collections are automatic, and there is nothing more for the employee to do until the mail brings the certificate.

There are, to be sure, many other fine ways to get ahead financially.

If you are married, you want to own your home. Many of us have used our A. T. & T. stock accumulations to make the first purchase on a home. It is easy to buy if you have saved enough to make the required initial cash payment. If you own your own home there is no doubt but that you take more pride in it and live more comfortably than in a rented home. You spend your leisure time more profitably and are more likely to save. The love of home is one of the finest instincts of life.

Life insurance. Again, if you are married or have dependents, you should have life insurance. Even if you are not married, consider life insurance. The younger you are, the lower the premium; and if you are

well started on life insurance when you get married, you are just that much better off.

Many of our people are in building and loan associations—some to reduce the indebtedness on their homes and others merely to save money. Building and loan associations are found in almost every community; they are managed by your neighbors, supervised by state officials, and offer splendid saving opportunities.

Savings banks are safe places to tuck money away, and will always be popular.

There are many good stocks and many good bonds in which you can invest; but when I hear of telephone people looking around for investments in other lines, it reminds me of Dr. Russell Conwell's famous lecture, "Acres of Diamonds." Dr. Conwell's hero searches the world over for a diamond mine, and someone else finds it in the hero's back-yard.

So, get this point: A. T. & T. stock is not the only stock in the world, but it is the stock with which we are most familiar, the easiest for us to acquire, and one that gives us a combination of security and return which matches, if it does not exceed, that of any other investment.

There is no thought that employees should invest everything in A. T. & T. The old adage, "Don't put all your eggs in one basket," still applies. Speaking for myself, I would say that none of us should have, let's say, 100 shares of A. T. & T. and nothing else. But for most of us, our savings have not yet reached the stage where it is necessary to diversify. Let's hope that stage will be reached some time, and soon; but the important thing now is to spend less than we earn and invest the difference. With the buying of a home, and life insurance, and putting money in building and loan, there seems to be no real danger that any of us now have too much A. T. & T.

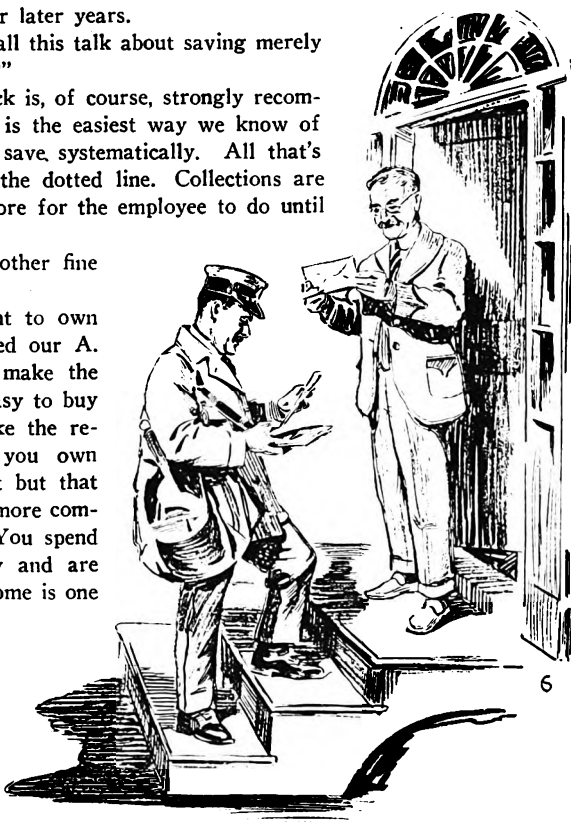
I want to register one other thought, and that is that some of the old ideas about thrift are changing. The time was when

many of us did not care to know the thrifty man—he was run down in his dress, he "pinched the pennies," he was almost an undesirable citizen for he was miserly. But now we have Thrift Week. Uncle Sam on his mail wagons tells us to be thrifty; Benjamin Franklin and his thrift proverbs are re-discovered. It is the fashion to be thrifty!

And this new idea of thrift does not contemplate that you should do without that new suit, or a good coat, or an automobile, or anything that you actually need or can afford. John D. Rockefeller says: "If there are nice things you want to buy, and they are necessary, buy them; but do not squander your money—save it." How can one be ready for the glorious opportunities ahead of him unless he has cultivated the habit of economy and prudence? He must save all he can, in season and out of season.

In 1924 savings bank deposits were at the highest figures ever reached; more life insurance was taken out in 1924 than in any previous year; more families than ever before now own their homes, and the number of security holders has extraordinarily increased. What does all this mean? It means that many people have seen the light and that they are—

Spending less than they earn, and
Investing the difference!



THE UNFAMILIAR TELEPHONE

By Richard Storrs Coe

A LONG the bleak Arctic coast ran a straggling row of split boards about five feet high, from which was festooned a couple of hundred yards of wire. A single telephone mouthpiece dangled at one end of the line, and before it stood a solitary Eskimo. Into this improvised telephone he shouted a few words in his native language, then ran madly along the pole line, clapped the far end of the wire to his ear, and listened for his own message. All he heard was the wind whistling over the ice-bound waters along the grim northwest coast of Greenland.

Disappointed, but still hopeful, the Eskimo returned to the mouthpiece. Evidently feeling that he had not sprinted quite fast enough the first time, he repeated the process with an extra burst of speed, only to be disappointed again. Just then there appeared around the corner of the hut the white explorer who had given him the scrap wire and the old mouthpiece. Immediately the Eskimo ceased his efforts, and laughingly remarked that he knew the white man was lying when he told about the telephone, for nobody could talk through a wire that had no hole in it!

This story was told by Donald MacMillan, the explorer, in an article in the *World's Work* on "The Humorous Side of Arctic Exploration." As the warm sun of the short northern summer melted the snow over the former camping-ground of a previous expedition, Mr. MacMillan discovered considerable debris, including some wire and one old telephone mouthpiece. His Eskimo companion showed intense interest in the white man's explanation of the use of the telephone. When the explorer turned in for a few hours' sleep the ingenious native tried his hand at telephone line construction with the unsatisfactory results already described.

The Misunderstood Telephone

The incident aptly illustrates the misunderstanding which the telephone very often arouses in those unfamiliar with it. In this country we have become so accustomed to telephone service that we take it as a matter of course. Children learn to use the telephone much as they learn to talk. But in many foreign lands telephones are relatively few and there are larger numbers of people,

both ignorant and educated, who are quite unfamiliar with their use.

From the land of King Tut comes a story which, like most Egyptian products, savors of antiquity. An enterprising merchant on the banks of the Nile had a telephone installed in the room behind his store. As he happened to be in front waiting on a customer when the telephone bell rang for the first time, he sent his shop-assistant to answer it. But, alas, the shop-assistant, though anxious to please, had but little acquaintance with modern systems of electrical communication. Upon answering the telephone he learned that someone wished to speak to his employer. Whereupon, this obliging young man immediately cut the wire and carried the telephone bodily into the front room so that the merchant might talk through it without leaving the counter.

The young Egyptian, who thought of the telephone service as merely the telephone instrument, is not without his counterparts in more sophisticated countries. The man in the street seldom appreciates the intricacy of the central office and other equipment with which the subscriber's telephone must be connected before service can be made effective. The degree of skill required for efficient telephone construction and operation is little realized by those whose conception of the telephone system does not extend beyond the telephone instrument.

Even the instrument itself, however, has been misunderstood. The story is told of one of England's well-known statesmen that, in the stress of an emergency, he called up a colleague by telephone. Although a distinguished publicist and scholar, the noble lord was not addicted to the use of this means of communication. He failed utterly to make himself understood, and the man at the other end of the line was about to ask him to speak more clearly when, to his surprise, he heard the statesman exclaim: "I'm very sorry. I've been talking for the last two minutes into the thing you ought to put to your ear."

It is something, at least, to know that one part of the telephone is to be held to the mouth and another part to the ear, even if one is not quite sure which is which. Another man in England recently gave evidence of not having advanced even as far as that in his understanding of the telephone.

A respectable-looking, apparently well-educated individual strolled into the telephone exhibit at the British Empire Exhibition at Wembley last summer. Stepping up to a table on which stood a row of telephones, he fixed one eye at the transmitter of the nearest instrument and gazed long and earnestly into it as though it had been a telescope. The view apparently did not meet his expectations, for he passed along dejectedly to the next telephone, and, fixing it to his eye like a monocle, gave it a long soul-searching look. Still the peep-show failed to satisfy, and after carefully scanning all that was to be seen in the transmitter of the third telephone, the sight-seer regretfully took his departure in search of more stimulating entertainment. In the words of the *Telegraph and Telephone Journal* of London: "The officer in charge of the exhibit was too astonished to explain the position, too blase to appreciate the fact that there are folk living in England to-day who do not recognize a telephone and know nothing of its workings."

The Telephone As a Linguist

There are thus well-defined degrees of ignor-



FOR NOBODY COULD TALK THROUGH A WIRE THAT HAD NO HOLE IN IT

ance respecting the telephone. Probably the individual who mistook it for a peep-show had about as little knowledge of telephone communication as anybody. Yet there are those who, though realizing that the thing is intended to transmit speech, are still simple enough to be astonished at its versatility in that regard. For example:

Some years ago a telephone service was established in a certain town in Arabia, and one of the more progressive Arab shop-keepers had a telephone installed in his place of business. Interested in the novelty of the device, he went to answer his first incoming call with a glow of pleasurable anticipation. Picking up the receiver, he recoiled in dismay as it poured into his ear an unintelligible torrent of Greek. The Arab, being entirely ignorant of the Greek language, replied in Arabic. But the man at the other end of the wire proved to be wholly unacquainted with that tongue, and after some ineffectual efforts at conversation, he rang off. The Arab at once betook himself in high dudgeon to the telephone office. "Look here," he said to the manager, "I want you to take out my telephone and put in a new one right away. I speak only Arabic and I want a telephone that speaks Arabic. The one you've given me can only talk Greek, and I don't understand a word it says!"

The fact that the telephone "speaks every language" has been a cause of surprise to simple souls the world over. Years ago when the telephone was first introduced into that part of Oklahoma which was then the Indian Territory, the Cherokees gathered in awesome silence to "see the wire talk." They were sufficiently impressed when they heard the uncanny contrivance speak with the tongue of the white man. When, however, it actually talked in the guttural tones of their own language they lost their traditional stolidity and actually became enthusiastic.

Enthusiasm for the facility with which the telephone will transmit the various languages of the American Indians was not shared, however, by certain German intelligence officers during the late war. The Kaiser's men had boasted that they could decipher any code ever devised; and certain events indicated that they had attained considerable success in this line of endeavor. Listening in on the field telephone lines of the enemy was extensively practiced by both sides. On one occasion an American officer in a western regiment had reason to believe that the Germans were tapping American wires along the front. There happened to be about 150 Indians in this particular command, and eight of them were thereupon detailed to telephone the orders in Choctaw. The German intelligence officers were accomplished linguists, but Choctaw had never been part of the curriculum in the schools of the fatherland. The Kaiser's code experts were distinguished specialists, but here was a flow of words that could not be deciphered by any method known to kultur. As a mystifier, it was "Kolossal!"

The telephone has mystified others besides the German savants. Indeed the electrical transmission of intelligence in any form is sufficiently mysterious. It is only familiarity that has deadened the feeling of awe with which it was at first regarded even in the most civilized countries. It is not surprising that the wire systems should have been regarded with some perturbation in less favored lands.

Some Fears and Fancies

When it was first proposed to introduce the telegraph at Shanghai, serious objection was made by some of the natives on the ground that the Chinese god "Fungshui" would be seriously offended at the erection of poles projecting up into the air. Per-



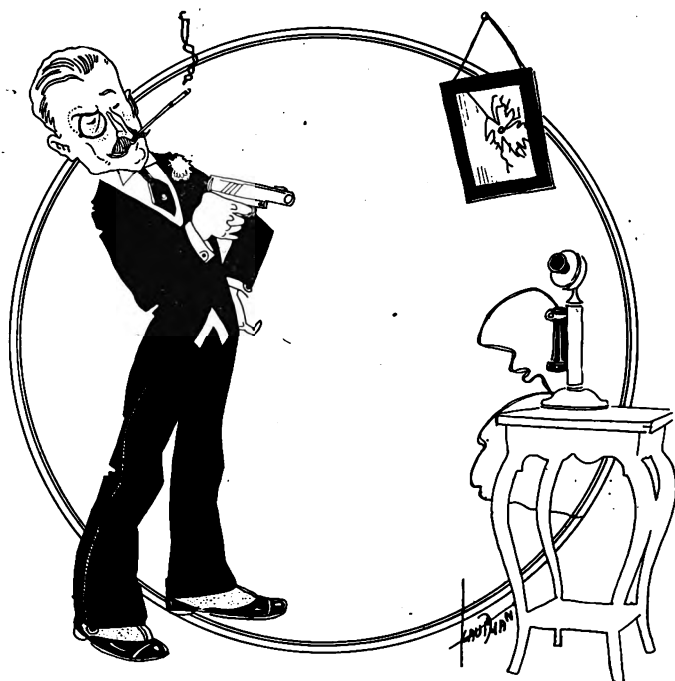
haps it is "Fungshui" who punishes presumptuous mortals by sending down upon them all the varieties of line trouble that harass telephone and telegraph men even to the present day.

Another glimpse into the workings of the Oriental mind was afforded American telephone engineers a few years ago in Turkey. The opening of a new telephone exchange, these engineers declare, was made the occasion for a celebration of ancient Mohammedan rites which seemed strangely out of keeping with the modernity of the switchboard. Islam being the state religion of Turkey, the government took a hand and issued orders that facilities be provided for carrying out the religious ceremonial. Accordingly the American concern which had installed the telephone system was obliged to purchase two sheep, which were offered up and slaughtered as a sacrifice with all due pomp and circumstance.

Even in so rationalistic a country as Japan the telephone has gathered about it certain taboos. Some telephone numbers are highly prized by the Japanese while others are regarded as unlucky and are shunned by would-be subscribers. Even under normal conditions, before the telephone systems of Tokyo and Yokohama were wrecked by the earthquake, telephone installations were extremely hard to get in Japan. The government telephone department had a tremendous waiting-list of applicants for service. Those who were lucky enough to have a telephone were allowed to sell their right to telephone service, and telephone numbers were freely dealt in on the stock exchange. They brought good prices, too, from people who could not wait indefinitely for their applications to be filled by the telephone authorities. Sometimes from \$250 to \$1,250 was paid for the right to have a telephone—prices which seem almost unbelievable until one stops to realize how essential the telephone is to every modern business. Despite their modernity, however, the Japanese were reported to pay substantially higher prices for "lucky" telephone numbers than for those not regarded as especially fortunate. "Eight," for example, would bring a substantial bid, for it signifies prosperity and success to the Japanese. On the other hand, numbers symbolizing pain, unhappiness and death, such as "forty-two" or "forty-nine," were exceedingly unpopular, and were usually reserved for public institutions, such as prisons, lunatic asylums or police stations. (All Americans who would not hesitate to sit down thirteen at table on Friday the thirteenth are entitled to smile at the Japanese belief in unlucky numbers.)

Oriental Edicts

A more stringent taboo than any enforced merely by public



.... AND SHOOT AT HIS TELEPHONE WITH A PISTOL

opinion was said to be in effect until quite recently in the telephone service of the famous city of Mecca. For several years after the World War King Hussein of Hedjaz reigned over Mecca, famous for centuries as the holy city of the Mohammedans. According to the *New Zealand Herald*, King Hussein used to enforce a rule which made telephoning a royal prerogative whenever he used his telephone. He had an automatic device installed by which the lifting of the receiver from the king's telephone immediately disconnected all other telephones in Mecca. As long as the king was telephoning nobody else could use the telephone system. All other instruments remained "dead" until the king hung up the receiver—except, of course, that of the person with whom His Majesty was conversing.

This will seem to most Americans to be carrying respect for government rather far. Perhaps the opposite extreme is found in China, where in the unsettled conditions that have prevailed for some years, the habit of selling government property, especially telephones, radio equipment and the like, when in need of a little ready cash, apparently reached serious proportions. At any rate, a couple of years ago, a press dispatch from the Celestial Republic declared that "Chiao Tung-Pu (The Ministry of Communications) has informed the Diplomatic Body that all telegraph, telephone and radio buildings and installations throughout the country are absolutely public property, no one is entitled to sell or mortgage them, and that if the provincial authorities or foreign interests enter into any such agreements the government will not recognize their validity." This pronouncement seems a bit extraordinary, as though, for instance, the government at Washington were to give public notice that, if any confidence man sold an unsuspecting rural visitor the Capitol or the White House, it would not recognize the deal.

Two Stories from Home

Even in our own country an individual turns up now and then who does not show any notable familiarity with telephone practice. Of course, we like to think that practically the whole American public is habituated to the use of the telephone, and that the exceptional person who is not accustomed to it is almost always a foreigner.

Such, at any rate, was the corpulent and excited individual who had squeezed himself into a closed telephone booth on a hot day last summer. He was arguing vehemently with the oper-

ator, and was evidently getting the worst of the argument. "But," he cried, mopping his forehead with a red bandana, "I know there is such a central office. Give me now my number without further talk. See, I have in my hand my friend's letter, and on his letter-head is his telephone number. There must be such an exchange. Give me EST ablished one-eight-nine-five!"

It is to be hoped that before he finally gave up trying to get this elusive number the would-be telephone user was convinced that the mistake was his and not the operator's. It would be unfortunate if he were left in the state of irritation which prompted an Englishman, some years ago, to stand off across the room and shoot at his telephone with a pistol. We are not told what was the extraordinary provocation that stirred the proverbially phlegmatic Briton out of his traditional English calm. At any rate, he profited little by his exhibition of annoyance, for he accidentally wounded himself and also had to wait three months before the British authorities would give him a new telephone.

Of course, these little incidents are not to be taken too seriously. They are picturesque rather than typical; but they illustrate some odd misunderstandings of telephone service and some curious mental attitudes toward the telephone. The point of view of the Eskimo, the Egyptian, the Arab, the Cherokee and the Chinese who figure in these anecdotes can perhaps best be summed up in a story which has nothing whatever to do with the telephone. It deals with a colored person by the name of Sam and recounts his endeavors to master the intricacies of that other great instrumentality of modern American life—the automobile.

Sam was a coachman by profession and had grown gray in the service of his present employer. When, therefore, the family decided to replace their horses and carriages with an automobile, it seemed heartless to turn old Sam adrift. So it was decided to make a chauffeur of him. At his employer's expense Sam was given a most complete course of instruction by a competent automobile mechanic. He was taught not only how to drive the car, but how to make all minor repairs. The engine was taken down and he was taught every detail of its working from A to Z.

When the course was finally completed, his instructor said, "Well, Sam, I guess I've taught you all I know. Is there anything now that isn't entirely clear to you?"

"Ah, tell you, boss," said Sam, "there's jest one little matter that's not quite cleah to me, even now."

"What is it?" asked the mechanic.

"Well," said old Sam, scratching his wooly head, "Ah jest don't understand what makes it go widout a horse."

New Secretary of Western Electric

HARRY B. GILMORE, for seventeen years manager of the distributing organization of the Western Electric Company at Boston, has been elected secretary of that company. He was transferred to the general offices at New York a few months ago as assistant secretary.

Mr. Gilmore succeeds George C. Pratt who will give his entire time to his growing duties as general attorney. Mr. Pratt has held the position of secretary since 1908 and he has been general attorney as well since 1919.

D. S. Pratt was elected an assistant secretary.

Identified

IN a police court two lawyers got very excited over a legal argument. Matters reached such a pitch that they began to call each other names.

"You're an ass," said one.

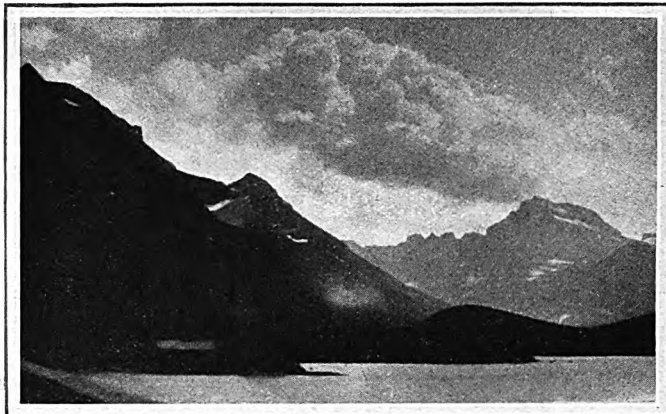
"You're a liar!" was the quick retort.

Then the magistrate said:

"Now that you gentlemen have identified each other, kindly proceed to the disputed points."



Black and white, by R. M. Bordner. In this is shown skillful use of pen, with effective variety of line.

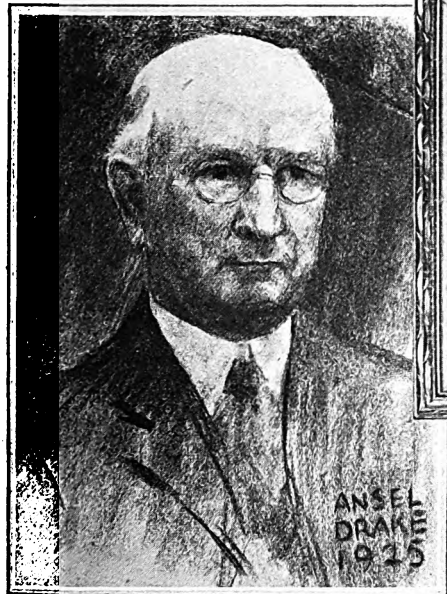


Photography, Miss S. C. Young. Broad masses well handled.

FIRST PRIZE WINNERS

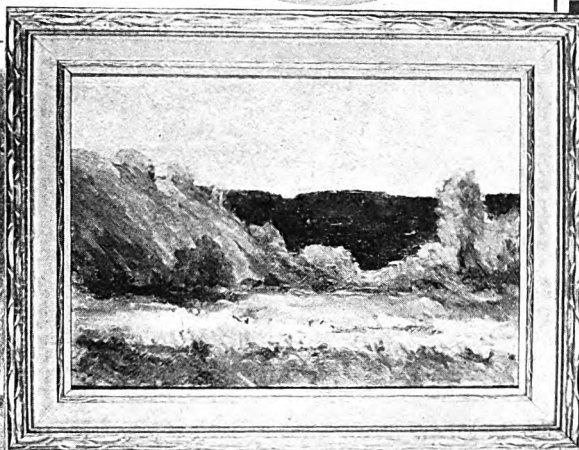
Bell Picture Makers' Annual Exhibition

Below---This reproduction of C. D. Dick's water color unfortunately cannot show the harmonious color scheme, but the strength of the composition is evident.



Above---Oil painting by Z. A. Aronian at Palos Park, where the alternations of swamp and high ground make interesting combinations of color.

Ansel Drake's study class sketch of T. V. Field, president of the club, is solid looking and a good likeness.



Exhibition a Reminder of Picture Makers' Activities

SKETCHING and kodaking are great hobbies. They are growing more popular every day. Probably the best argument for an interest in art is the work of artists. In the recent show in the Bell Forum it was evident that some artists had loads of fun in producing their pictures. The fact that numbers of people find a great satisfaction in artistic work is of more weight than volumes of argument in favor of the study.

Unfortunately for the general public, the artist works much alone, and were it not for exhibitions, he might almost be forgotten. It is so with the Bell Picture Makers, an organization which comes to the attention of many only through the annual exhibition in the spring; and yet, back of the pictures and sketches is what is really of fundamental importance, the study of how to capture the beauties of nature, to put life into a line, design in lights and darks, and harmony in colors. It was this kind of study that formed the work of the sketch class this year, which met one evening a week for fifteen weeks, under the instruction of Charles Schroeder of the Art Institute, Chicago. Outside of the sketch class, there was much individual activity. Many made sketches in

oil and pencil in the Forest Preserves; others made artistic pictures of their vacation photographs. In the studio, there were workers in water color, pen and ink, charcoal and pencil. The diversity of subject matter was equally great.

The fascination of art study needs to be experienced to be appreciated. Real benefit and enjoyment come from learning to draw and paint. The members of the Picture Makers know it to be so, and there are many others who would find it true, if they made the attempt.

There were talks, trips to studios and the annual picnic to provide the social side of the club's activities. This year has been a successful one. The officers are out for a larger membership next fall. Address inquiries to R. V. Hagen, secretary, Room 1401, Bell Telephone Building, Chicago.

Can We Beat This?

SIX pairs of sisters are working in the same telephone office in the City of Hagerstown, Md., and Hagerstown rises to ask if this isn't a record for any telephone company operating in the United States.



MANAGERS WHO ARE GUIDING TEAMS IN THE I. B. T. INTER-DEPARTMENT BASEBALL LEAGUE

Left to right—Standing: F. J. Fantucci, Long Lines; A. Watt, Machine Switchers; B. McShane, Splicers' Local No. 2; Jim Forges, Suburban; H. R. Beagle, South Shore. Seated: W. J. Bartley, South Chicago-Hyde Park; F. J. McLaughlin, Supplies; R. Kingsland, Assignment.

Baseball to Start This Month

ALTHOUGH baseball had been played for years by various teams composed of company employees and these teams represented, usually, some certain department, exchange, or functional unit of the company, it was not until 1922 that a regularly organized interdepartmental league was attempted. On May 1, of that year, a meeting was held in the Bell Forum and the Illinois Bell Telephone Interdepartment Baseball League was organized. It consisting of fourteen teams, divided into a north and south zone of seven teams each.

The necessary equipment was provided by the Central Committee, but the details of organization and management were vested in the officers of the league. After a close and exciting race, the winners in each zone met to decide the league championship, which resulted in a victory for the Commercial team representing the north zone. The experience gained the first year was valuable and with a few changes in the teams entered, the 1923 season got under way with fourteen teams again, the north zone with six teams and the south zone with eight. More interest was shown that year and the games were harder fought—Evanston and Joliet were zone winners, to play for the title. Those who attended will long remember the game between these two evenly matched teams. Seldom is better baseball seen in any league and at the finish Evanston was on the big end of a 4 to 2 score, thus giving the north zone two championships.

In 1924 it was decided to limit the size of the league to eight teams and abolish the zone system. Thus, each team would play each other team in the league, the officers believing that this system would be a better test of the ability of the teams and prove the "class" of the winner more conclusively. The wisdom of this move was demonstrated in the battle last year

from start to finish. Until the last three weeks of the season at least six of the eight teams were still in the running, forcing the members of the Machine Switchers' team to play all the baseball they knew to land at the top finally, one game ahead of Evanston. After the successful season last year it was decided to continue the arrangement in 1925 and while some new teams will be seen in action, the officers are confident that the interest and excitement of former campaigns will be eclipsed this year.

The members of the winning team and also the runners-up are presented with prizes each year by the Central Committee and last year a cup emblematic of the league championship was presented to the league by the Central Committee. This cup, a picture of which appears the opposite page, is to be kept in the trophy case in the Bell Forum and each year the name of the winning team is engraved below the winners of the previous years. Another new feature in 1924 was a banquet for the members of all teams in the league and it is hoped that it may be possible to make this an annual event.

Pioneers to Go to Washington

PIONEERS will soon receive from the secretary cards for reservation purposes to the Telephone Pioneers' Convention, which is to be held in Washington, D. C., October 16 and 17 of this year.

The Entertainment Committee is taking time by the forelock and notifying members in advance to fill in and return these cards early.

The train, meals and entertainment on the way will be governed by the number known to be going, and the success of the trip is wholly up to the members of the Theodore N. Vail Chapter, No. 1. Pioneers, who plan to make the trip, are asked to return the reservation card as soon as possible.

JACKSONVILLE, THRIVING CENTRAL ILLINOIS TOWN

Has Had Interesting History—Is "Best Small Middle-Western Town" in Opinion of Will Irwin, Famous Author, in Saturday Evening Post Article

JACKSONVILLE, ILL., is one hundred years old this year. It is the county seat of Morgan County, situated in the middle of the Illinois corn belt, about 217 miles from Chicago. The town was founded in 1825 and designated as a post office. It was named in honor of Andrew Jackson, hero of the battle of New Orleans, destined later to be president of the United States for eight tempestuous years. The city is older than Chicago, which was founded in 1833.

For purposes of the county seat, Isaac Dial and Thomas Arnett deeded to Morgan County forty acres lying north of State Street, to be sold to provide funds for the erection of county buildings. The public square in the early days was flanked by eleven buildings. The first court house was built of logs, at a cost of \$400.

In Jacksonville is the oldest college west of the Allegheny Mountains. In 1829 the "Yale Band" was organized at Yale University to establish a school and preach in Illinois. Julian Sturtevant, advance agent of the band, came to Jacksonville and organized a college. Trustees were elected and the infant institution of learning was named Illinois College. The Reverend Edward Beecher, the elder brother of Henry Ward Beecher, the great Brooklyn preacher, was the first president of Illinois College. He resigned the pastorate of the Park Street Church of Boston to accept the presidency of this school, located in the heart of the plains. This was in 1830.

President Beecher remained many years in Jacksonville and was a power in the community. Henry Ward Beecher and Harriet Beecher Stowe, the latter the author of "Uncle Tom's Cabin," were frequent visitors to Illinois College, and Thomas K. Beecher was one of the earlier graduates. Thus, it was quite natural to find Jacksonville and Illinois College in the forefront of anti-slavery activities. The "underground railroad," which was the name applied to the unorganized but powerful aid given to escaping negro slaves from the south, had a "station" in Jacksonville, and many a trembling fugitive from the cotton and cane fields was hurried on his way to freedom and safety in Canada by the help received from the abolitionist sympathizers in Jacksonville. President Beecher was one of the fearless band who helped to defend Elijah Lovejoy from the fury of the Alton mob, and was with Lovejoy the night before the abolitionist editor was assassinated and his printing plant destroyed for the last time.

In 1834 Stephen A. Douglas located in Jacksonville, and it was during this year that Abraham Lincoln surveyed a road from New Salem to the Morgan County line. This survey is probably the earliest public document written and signed by Lincoln.

The first steam railroad in the Mississippi Valley was built in 1838 from Jacksonville to Meredosia on the Illinois River. The line was known as the Northern Cross Railroad. It was built to Springfield in 1842. This road is now included in the Wabash Railroad system.

In 1839 the Illinois institution for the deaf and dumb was created. It was opened in 1845. During the latter year a committee was named to promote the establishment of a state hospital for the insane, and in 1846 it was created by the legislature. Dorothy Dix came to Jacksonville to aid in its establishment. In 1848 a private school for the blind was opened. In 1849 the



E. E. CRABTREE
Mayor

legislature created the institution for the education of the blind, took over the private school and began operation of a state school.

In 1853 a club was organized by Elihu Wolcott and J. O. King. It is asserted that this was the first club in the United States to espouse the principles of the Republican party, which put out a candidate for president in 1856 and elected Lincoln in 1860.

In 1845 the famous American statesman, Daniel Webster, visited Jacksonville. He was so impressed by the rich soil of the vicinity that he had a barrel of it shipped back to New England so that his friends might see that his description of this wonderful country was based on facts.

Jacksonville was the birthplace of the famous actor, Sol Smith Russell, who for half a century delighted American audiences with his droll comedy.

The noted preacher-writer, Dr. Frank Crane, was also born here. Among other famous men who were born or lived at one time in Jacksonville were: Governor Joseph Duncan, War Governor Richard Yates, Stephen A. Douglas, Newton Bateman, founder of the Illinois state school system; General Grierson, Peter Newell, the New

York artist; Jonathan B. Turner, the father of the National System of Agricultural Colleges; Richard Yates, Jr., former governor and present member of congress; Colonel John J. Hardin, Thomas G. Beecher and Peter Cartwright.

William Jennings Bryan was graduated from Illinois College and was married and made his first political speech in Jacksonville.

Will Irwin, the famous author, contributed an article to the *Saturday Evening Post* of October 7, 1922, in which he described a 5,000-mile automobile tour made by himself and Mrs. Irwin from Auburn, N. Y., to Denver, Colo., and return. In the course of his article he chose Jacksonville, Ill., as the most beautiful and desirable little city in which to locate and live. He said:

"As for towns—spontaneously there arose a competition to name the best town in each class along our route. Lest I stir up human hate and sinful local pride, I shall mention only the winners.

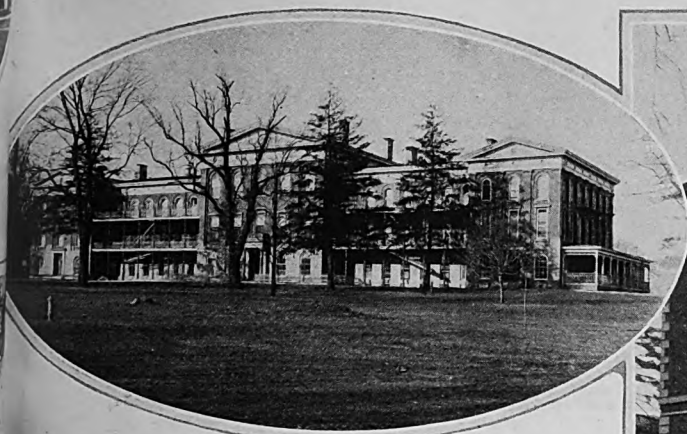
"On small middle-western towns opinion was divided. My wife chose Painesville, Ohio, and I became an aggressive partisan of Jacksonville, Ill. I shall—meanly—set forth only the claims of my own pet town. I had never heard of the place before; and it was a revelation. It stands among elm-bordered and garden-avenues. Yet it was not too much garden-land—not enough to destroy the homelike quality. There must be considerable wealth in Jacksonville, else its succession of fine houses, each set on a little estate, were impossible. I state only an axiom among the widely-traveled and open-minded when I say that American architecture of the past twenty-five years—especially American domestic architecture—is the best in the world. Like all great peoples, we are great builders. Before we were a nation we had domesticated, humanized the stiff Georgian Building of contemporary England into the homelike New England farmhouse, the hospitable colonial mansion. After the blight of the arts, the period of excrescences and gem gowns in the middle nineteenth century, we revived this tendency. Our domestic building may go down in the history of architecture as of equal merit with the creation of the skyscraper



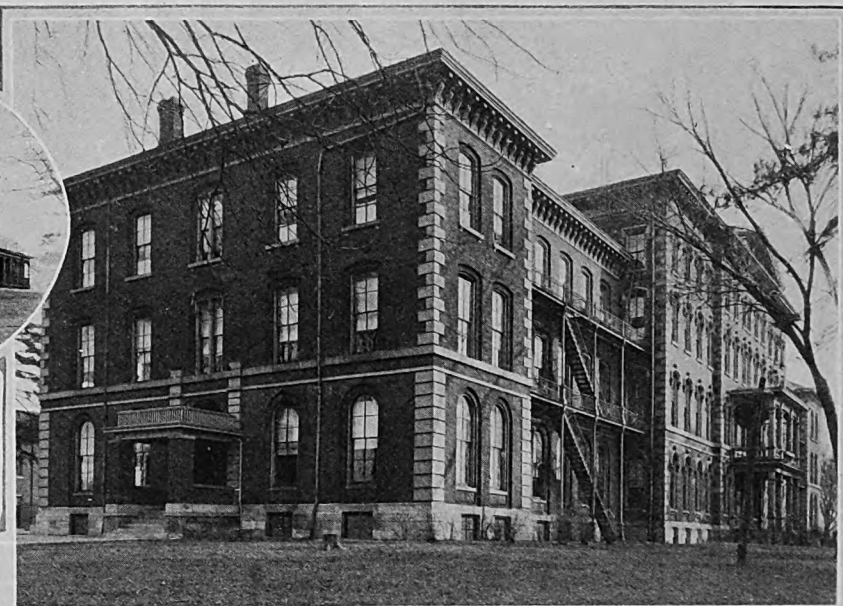
Looking North on the West Side of Central Park Square.



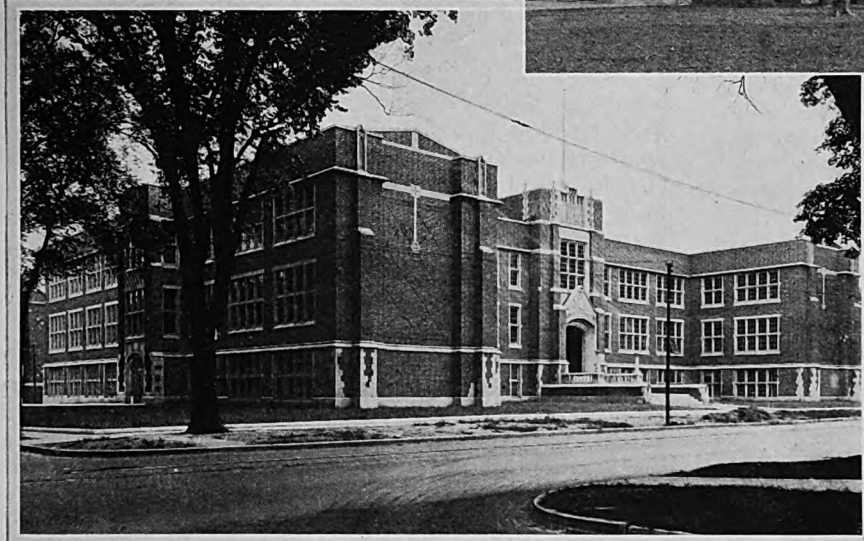
West State Street. One of Jacksonville's beautiful thoroughfares lined with well-built homes, which reflect the sturdy prosperity of the town.



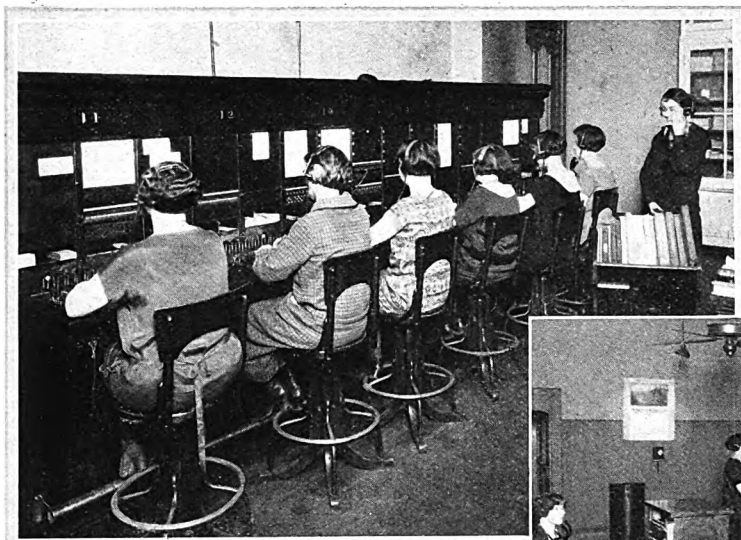
Illinois School for the Deaf and Dumb.



Above—Illinois State Institution for the Blind.

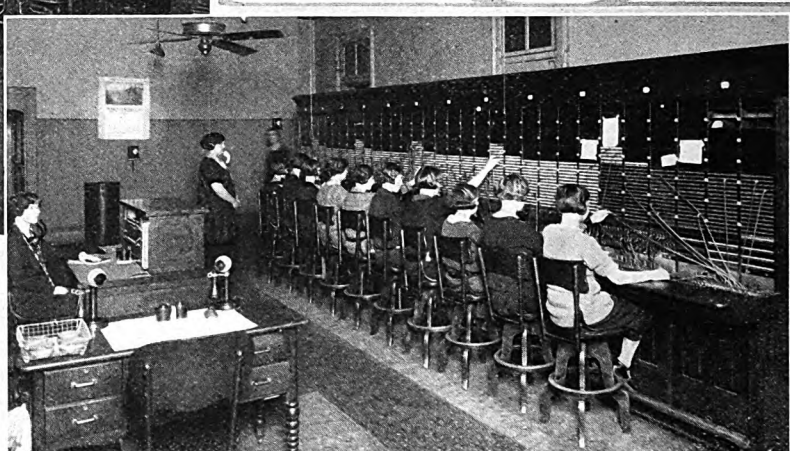


"Then the whining schoolboy, with his satchel
And shining morning face, creeping like snail
Unwillingly to school," says Shakespeare, but he
never saw this fine, new high school.



Above--The Long Distance room at Jacksonville.

At right--Operating room where local calls are handled.



At left---J. H. Dial, General Manager at his desk.



Above---The Office of the Toll Accounting Department.

—our great achievement, now coming to the tardy recognition of scoffing Europe.

"These houses of Jacksonville are beautiful, and yet homes. They have grown old enough to settle into the landscape. They suggest moderate wealth and reasonable luxury; they suggest also the girls of late afternoons making splotches of color on the piazza, the children of winter evenings reading or getting their lessons round the living room lamp, the boys of summer mornings tinkering with the machine in the garage. And Jacksonville centers a country of undulating fields, coal black where the plow has just finished, peacock blue where the new crop is springing, burnished gold where the wheat awaits the reaper. The country folds into a thousand undulating hills. The road as it leaves Jacksonville, runs along a crest, giving panoramic glimpses which, what with the mystery of prairie skies, seem more visions than vistas."

Jacksonville to-day is a city of 16,000, having five banks and trust companies, four railroads, thirty-two miles of paved streets, twenty-five churches, eighteen schools and colleges, a municipal golf course, gymnasium and athletic fields, a \$75,000 free public library, and a large public art gallery. Its high school is a magni-

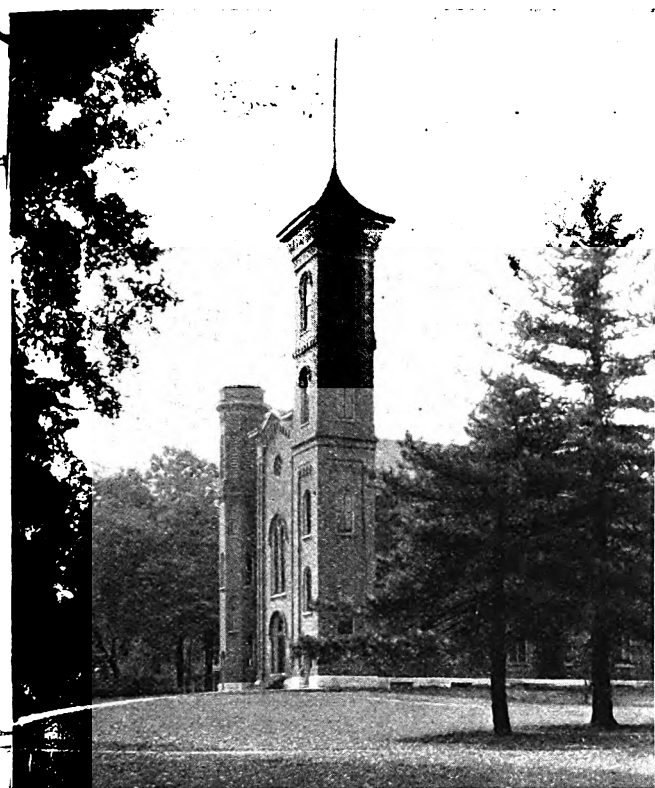
ficent building, thoroughly modern in every detail, superbly equipped with an auditorium, gymnasium, manual training, domestic science and commercial departments.

Jacksonville has 150 manufacturing concerns doing a gross business of \$5,000,000 annually, the largest of which is the J. Capps and Sons Woolen Mills and Clothing Manufactory. This is said to be the largest Illinois industrial plant of its kind outside of Chicago, and employs 450 persons.

Hon. E. E. Crabtree is now serving his third term as mayor and he has the fullest coöperation of the members of the City Council, Chamber of Commerce, civic clubs and the citizens of Jacksonville. He has put the city on a cash basis, while five years ago it was financially bankrupt.

The Jacksonville Chamber of Commerce, composed of commercial and professional men and capitalists, is performing a wonderful service for the city. It recently completed a drive in which \$200,000 was raised for the purpose of building a magnificent new hotel and had the support of every hotel and boarding-house in the city. The managers and proprietors each subscribed for stock in the new hotel company.

Jacksonville is now preparing for its huge centennial celebra-



BEECHER HALL
Illinois College

on in a way that will be in keeping with all the projects which it undertakes and puts over.

The Illinois Telephone Company has played an important part in the social and business life of the city and this article would not be complete without a brief mention of it.

The Illinois Telephone Company was organized at Bluffs on September 15, 1897, by Judge F. C. Funk of Winchester, Ill., who still a director, and some other citizens of Bluffs.

It was incorporated September 24, 1897, and started its career with five telephones and thirteen miles of wire and was capitalized for \$5,000. In 1903 the capitalization was raised to \$25,000, later to \$50,000 and is now \$500,000. From the five telephones and thirteen miles of wire the Illinois Telephone Company has had a steady growth until to-day it is operating 8,300 stations and 5,860 miles of wire.

Soon after 1900 it built its toll line to Jacksonville and established its principal office there. It operates twelve exchanges and until 1921 the same territory was served by both the Illinois Telephone Company and the Illinois Bell Telephone Company (formerly Central Union) in competition. In 1921 the two properties were merged under the name of the Illinois Telephone Company, which now has 144 local stockholders, sixty-eight of whom are women.

The present directors are: J. S. Hackett, C. H. Russell, F. Funk, W. W. Holliday, A. J. Parsons, E. R. Cogswell, Carson Metcalf, Louis Lowenstein and J. H. Dial.

The officers of the company are: J. S. Hackett, president; J. H. Dial, secretary and general manager; W. W. Holliday, treasurer, and Miss S. A. Teefer, auditor.

George W. Hale Interested in "Movies"

By J. L. Ketcham

GEORGE WASHINGTON HALE! Is there a Long Lines telephone man of a very few years who does not know him well enough to call him by his first name? If you ever called "Morrell-Park," Chicago, then you have talked to him.

We have tried through various ways to ascertain when he

joined us, but each department refers you to another, so we'll just have to admit he was with us a long, long time. He obtained his pension at his own request, and "checked out."

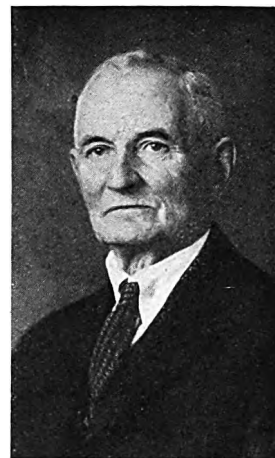
Where is he now? He's in Hollywood, Cal.! And I venture to say, he walks with his chest "stickin' way out." To show you all how fortunate he is, we'll have to pick on his family.

He has three daughters, Jean, Helen and Georgia. No boys! He became angry because of no boys, so he named the last girl "George." As she grew up, she changed it to "Georgia."

Georgia won the Chicago beauty contest in 1922. She was the Queen of the Pageant of Progress. This won her a trip to Atlantic City to enter the "Bathing Beauty" contest. From there she went to New York City. Her beauty and her wonderful contralto voice won her an offer from the famous Flo Ziegfeld to join the "Follies." She refused.

Then she went to Los Angeles to seek her fortune in the movies. After she had been there a short time, the rest of the family, Mr. and Mrs. Hale, Jean and Helen, drove from Chicago to Los Angeles by automobile, camping out nights.

Now, you wonder why Mr. Hale sticks his chest out? His daughter, Georgia, is under contract with Douglas Fairbanks, and Douglas has "loaned" her to Charlie Chaplin, and she's now Charlie Chaplin's leading lady!



G. W. HALE

Illinois Bell Telephone Co.—
Plant Department—Suburban Division.

April 1, 1925.

77 Days Now Without A Lost Time Accident

This kind of Accident Prevention
will get that record sure.

This makes seven months with only
5 lost time accidents and they were
all of only slight injury.

Yours for keeping up the good work.

L. C. JONES,
Div. Plant Supt.

SIGN HUNG IN SUBURBAN PLANT OFFICES
Suburban Plant Men did not have a lost time accident up to April 25,
1925, the last check before going to press.

BELL TELEPHONE NEWS

Published Monthly by

ILLINOIS BELL TELEPHONE COMPANY

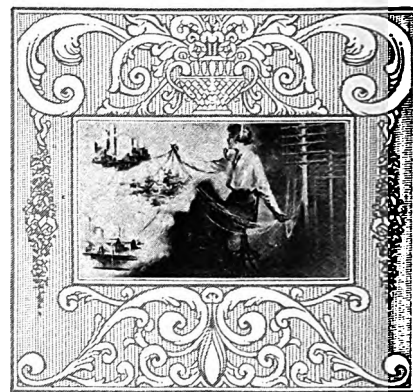


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SUBSCRIPTION PRICE—Two dollars a year in advance, to all persons except employees of the Illinois Bell Telephone Company.



AMORY T. IRWIN, EDITOR

EVERETT E. FRIGANZA, ASSISTANT EDITOR

A Toast to Mothers

MOTHERS—Mothers of telephone men and women and telephone mothers themselves—we greet you this month of Mothers' Day.

You inspire our admiration, love and honor and make us humble. It is beyond our power to do you rightful homage. We can only with deep reverence quote these lines of Henry Ward Beecher:

"When God thought of Mother, he must have laughed with satisfaction, and framed it quickly—so rich, so deep, so divine, so full of soul, power, and beauty, was the conception."

Her Fortune

ONCE upon a time a girl went forth to seek her fortune. She had not the means for expensive processes of preparation; therefore she went in search of a position which would bring an immediate return. She searched far and wide, because she wanted not only to earn her living but in some way to add to the happiness of the world.

After many weeks, she came to the door of the telephone company and knocked.

"Come in," said the company. "We are glad to welcome girls who wish to work and serve."

So she came in, and found a goodly fellowship. Straightway she began to learn to work. She was taught how to handle the equipment, how to speak properly; what to say in all situations; how to be courteous even in trying circumstances, and so many other things that she could only marvel at them all. All went well at first, for the maiden did not expect to find life all flowers with never a thorn. Of course, she made mistakes and met unpleasant experiences, but she smiled her way through them.

Then after many months, she grew tired of it all.

"Why did I come here?" she asked herself. "Here I am no better than a machine. I complete connections only to take them down. I repeat my parrot

"CALLS TO BE COMPLETED"

1. Every employee and every subscriber a stockholder.
2. Complete coöperation between every department and every person.
3. Harmonious public relations. Remember—You represent the company to the public. Be courteous.
4. Make "Accident Prevention" your slogan.

phrases—and what is the good of it all?"

At that moment the fairy of vision stood at her elbow, reached up to the board with her shining wand, and touched number after number. Quick as thought, the girl's eyes followed the touch of the wand. And the meaning of it all grew plain. There were the numbers that stood for doctors, nurses and hospitals; numbers that meant food supply

stores, clothing stores, and shops to meet man's many needs; numbers that stood for fire department; numbers that stood for flower shops, sweet shops, theatres; numbers that indicated happy homes.

"Why I am of service," she thought, "I serve public health; I aid justice; I help make property safe; I help supply the needs of the world. Thank you, fairy, I see. I do help make the world happier."—M. A. B., Waupun, Wis.

Keep Your Chin Up

NO matter what happens, keep your chin up. When you indulge in gloom you are hurting yourself most of all. We know there are some feelings that poison us just as certainly as arsenic. They have a direct effect upon the body. Anger reddens the face, fright makes the hair stand on end, grief destroys the appetite and embarrassment makes the mouth dry. One of the surest mental poisons is despair. It dulls the brain and confuses the hands. Why give up? As long as you live you will have some sort of a chance. Nine tenths of success, after all, is pep. The man that faces misfortune with a smile and a stout heart cannot be beaten. There is always To-morrow, and what To-morrow has in store for us no man knows. At least make up your mind to this one thing, no matter what fate may do to us it shall not make us afraid. Keep your chin up. —Dr. Frank Crane.

Horse power under the hood is not so important as horse sense behind the steering wheel.—Dayton Journal.

TAKING THE AIR

OF all the essentials necessary to the continuance of being, air is the most indispensable. One may be deprived of food for days or weeks and still remain alive. The quality of the air we breathe may be poor and the amount may be reduced, but though health and strength may be affected thereby, life will not go out for a long time. If, however, the supply of air is cut off completely for about fourteen minutes, life becomes extinct.

There is both instinctive and conscious breathing. Everyone breathes. Instinctive breathing begins at birth and continues through life. If we could always be in fresh air and lived naturally, there would be a little need for us to know about the operation of breathing. Even for great physical activity, instinctive breathing is sufficient, because every physical exertion rapidly increases the instinctive act of breathing.

Organs of Breathing

The nose is the external organ of respiration. Air entering the nostril must pass through a strainer composed of protecting hairs, and then over the three turbinate bones, all of which filter out particles of atmospheric dust. The mucous membrane covering these turbinate bones and lining the nasal cavity is richly supplied with blood-vessels, by which the cold air is warmed and moistened. Back of the nose the air enters the pharynx, where it is further warmed, and by suction it is directed downward, passing through the larynx or voicebox, over the relaxed vocal cords, into the trachea or windpipe. This part of the breathing tract is lined with epithelium, which is provided with cilia whose rhythmic motion constantly sweeps upward and outward, thus protecting the lungs from the dust and dirt which may enter the windpipe along with the air.

The windpipe divides and subdivides into numerous branches, some going to the right lung, others to the left, where they are further divided into bronchioles. Then they continue to divide into branches after the manner of a tree until each little branch terminates in an air cell. These air chambers are very thin walled as are also the blood vessels surrounding them, so that the interchange of the carbon dioxide of the blood with the oxygen in the air sacks readily takes place. The lung substance itself is nourished by a system of bronchial arteries coming from the general circulation. The pulmonary artery carries the impure blood from the right side of the heart to the lungs to be purified; the pulmonary vein brings back the aerated blood from the lungs to the left side of the heart, to be pumped all over the body.

How We Breathe

There are certain muscles of the chest that assist in breathing, especially in forced or conscious breathing, but the real muscles of respiration are those of the abdomen—more particularly the diaphragm, which is the muscle serving as a partition between the chest and abdomen. It is the downward movement of the diaphragm, accompanied by an outward movement of the abdominal muscles, which produces the lowered air pressure or partial vacuum in the lungs, causing an inrush of air through the nostrils. When the abdominal muscles contract and the diaphragm moves upward, the air is expelled from the lungs. This constitutes breathing, inspiration and expiration, and is entirely under the control of the nervous system.

There are three types of breathing movements—clavicular, costal and diaphragmatic or abdominal. By clavicular breathing is meant the raising of the collar bones and shoulders as high as possible by means of a slow but deep inspiration. This expands the apices or top points of the lungs. Costal breathing is

the throwing out and expanding of the chest to its utmost capacity and so enlarging the chest in its transverse or front and back diameter. Diaphragmatic breathing is the depression of the diaphragm and the contraction of the abdomen without noticeably raising the lower ribs. In natural breathing, the chest and abdomen should both take part. Exclusive chest breathing and exclusive abdominal breathing are wrong; both the chest and the abdominal muscles should coördinate.

Men, as a rule, breathe with the abdomen and chest. Civilized women, owing to their mode of dress, commonly employ chest breathing. This is entirely due to constriction of the waist, for uncivilized women employ the abdominal or natural method of breathing just the same as men. Fortunately the modern woman has recently become emancipated from the restrictions of the corset and is fast assuming the normal chest abdominal process of breathing—to her decided health advantage.

The normal rate of breathing for an adult is fifteen to twenty times a minute. The breathing rate is a little higher in woman than in man.

Shallow breathers are usually downcast and despondent. On the other hand, we have yet to find a systematic deep breather who habitually suffers from melancholia or despondency. The less deeply you breathe, the more prone to discouragement you will be. The more deeply you breathe, the less tendency you will have to worry.

Value of Deep Breathing

The ordinary breathing should be unconscious, but conscious deep breathing exercises should be employed every day. The custom of taking deep breaths can be developed into a habit in a short time and should be followed daily. A hundred deep breaths a day is an old time recommendation for avoiding tuberculosis. Deep breathing is a great restorative for people who are shut in most of the day. If they will seize every opportunity to step out-doors and take a dozen deep breaths, they can largely compensate for the evil of indoor living.

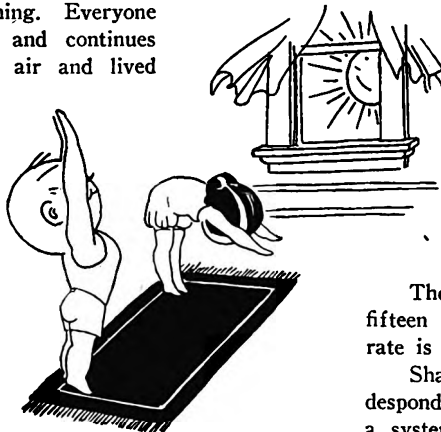
The brain action is very greatly heightened by deep breathing. Deep breathers are more likely to be deep thinkers, while shallow breathers are usually shallow thinkers. The action of the lungs has much to do with the circulation of the blood, especially in the brain and in the abdomen. To convince yourself that this is a fact, try the following experiment: When you are all tired out, dull and sleepy and unable to read, put down your book for a moment, stand up before an open window and slowly fill the lungs to their fullest capacity twenty-five times. On again taking up your book to read you will discover that you have acquired new mental energy—that the power of attention has been stimulated.

Someone has called the blood the "vital fluid that turns the wheels of life." The blood should contain by weight more of oxygen than it does of digested food. The food is useless for providing heat and energy, unless this wonderful gas is present to burn or oxidize it.

In ordinary breathing only about ten per cent of the lung contents is changed at each breath. In deep breathing a much larger percentage is changed, for the whole lung is forced into action.

How to Breathe Properly

Direct the attention during inhalation to generous expansion of the chest downward, outward and upward. Fill the lungs fully and tap the chest gently with the closed fist and inhale to complete capacity. Retain the air for a few seconds, then exhale completely by drawing in the abdomen. After repeating the act of inspiration and expiration four or five times, one can feel a more





TRAFFIC DEPARTMENT ACCIDENT PREVENTION COMMITTEES WHO HAVE COME TO THE FORE IN BEING
THEIR SISTERS' KEEPERS

Left—Yards Office Committee: Anna Fox, Margaret Tobin, Mae Powers, Edna Mickley, Madeline Hoskins, Margaret Bjes, Bessie Gist, Louise Cargo, Hattie Dybas, Anna Sandberg and Susie Testa. Right—Lafayette Office Committee: Bessie Dziubaska, Leona Diotte, Genevieve Grant, Lorna Grant and Sylvia Saidl.

Yards-Lafayette Girls Are Good Safety Workers

YOU can't keep a good man down." Neither is the good work being done by the Accident Prevention Committees of Yards and Lafayette Offices, Chicago, in their endeavor to keep their sisters from hurt and harm a secret. Guardian angels they may be called, for that is their true mission, to watch over all their co-workers, to remind them of the pitfalls the less wary may fall into by some little slip that may result in injury. Their motive is entirely unselfish. They have a human interest in the welfare of their associates by constantly being on guard to remind them that it pays to be careful, always. The activities of these committees have born fruit, and this is evidenced by the splendid record these two offices enjoy for minimizing their accidents.

In Lafayette Office there have been no accidents since January, 1924.

The Yards committee is likewise in the record class and the good work being done there is very creditable.

It is interesting to note one of the unique safety measures used at Lafayette Office. Miss Leona Diotte and Miss Sylvia Saidl, who are gifted art students, have prepared a "what is wrong here" poster, which is placed on their bulletin boards. A pen and ink sketch appears twice a week showing some improper method of doing things which are suggestive of injuries. Below, the illustrations are shown the correct and proper way to do them suggestive of safe practices. These illustrations act as reminders to the entire force and these educational pictorials speak for themselves.

The Yards committee is using the same idea and the entire force takes a keen interest in these valuable hints. Of course other ways and means are also employed at both offices.

Miss Dore, chief operator of Yards Office and Miss Eggar, chief operator of Lafayette Office, as well as Mr. Johnson, district traffic superintendent of both offices, are also to be commended for their active interest in accident prevention work in assisting these committees.

EDITOR'S NOTE—Next month the safety work done by the committees at Wentworth, Harrison and Wabash will be reviewed.

Why We Are For Safety

SAFETY has ceased to be an after-dinner subject. It is now an integral part in our daily life. In our daily vocation, in our place of employment, in our homes, safety plays an important part.

It is a recognized fact that the best safety device is a safe

person, and therefore an education along safety lines is bound to bring results. In order to be a safe person in our places of employment, it is necessary to have a clear mind in a healthy body.

Practice of safety therefore in our homes plays a very important part. Safety in eating the proper food and giving oneself the proper rest, makes us fit in mind and body to practice safety in our daily tasks.

There is no golden road to make every employee a safe worker. It is only attained by constant and vigilant attention to the rules and regulations laid down for the workers, and trying to make them realize that they are benefited just as much and even more than their employer by the practice of safety in their employment.—Submitted by members of Yards Traffic Safety Committee.

TWENTY YEARS AGO

From the *Central Union News*, May, 1905. This publication was the predecessor of the *BELL TELEPHONE NEWS*, circulating in what is now the Illinois Division, which was a part of the territory of the Central Union. The Chicago Telephone Company's publication was started in 1907 and later this also was merged into the present *BELL TELEPHONE NEWS*.

PRESIDENT FREDERICK P. FISH, of the American Telephone and Telegraph Company, issued the annual report for the year 1904. The number of Bell System stations in service at the close of the year was 1,799,633. Sublicense stations brought the total to 2,003,213. The number of employees at the end of the year was 59,451.

* * *

Peoria, Ill., leads the United States east of the Rocky Mountains in telephone development, according to Information Bulletin No. 14 of the Engineering Department of the American Telephone and Telegraph Company, which compares cities of 50,000 population and over. Peoria has ten telephones per one hundred population.

* * *

Telephone wires in the business district of Quincy, Ill., will be placed underground as soon as the Quincy City Council passes a satisfactory ordinance.

* * *

Chicago Telephone Company now reports 1,919 new subscribers during March, bringing the list up to 123,284.



OFF
THE
JOB

Fox Terriers Team, Champions, Bell Auditors Bowling League. Left to right, standing---G. R. Richter, J. J. Blanck, E. F. Bauer, P. C. Wendorf, R. H. Corbet. Seated---J. L. Ryan, T. H. Dempsey, L. A. Palabykian. In circles, left---F. L. Boissy, President of the Bell Auditors League, and I. F. Mehringer, Secretary and Treasurer.



Illinois Bell Representative Team, Women's Industrial Bowling League. Left to right---Pearl Limber, Local Traffic Engineer's Office; Marion Leighton, Office of General Supervisor of Toll Traffic; Anna Egan, Plant Accounting Department; Edna Bourbon, Office of General Supervisor of Traffic; Gladys Rudloff, Commercial Department; Catherine Kane, Pay Station Attendant.



Stephany Dormek and Evelyn Henriksen, Humboldt Office girls, Spring fever victims who answered the call of the wild.



At the left and right---The Fuller twins, Alice and Mary, Supervisors at Kedzie, so similar that even their dentist can't tell them apart. In the center are Jane and Catherine O'Neil, also twins, Operators of Kedzie Office, between whom the only difference is a spit curl.

Left---Miss Leah Metzmaker, Traffic Department, Illinois Division, was chosen as Chicago's healthiest business girl by the Y. W. C. A. She is twenty-three years old, five feet four inches tall and weighs 117 pounds. "Many prunes and few dates," is her slogan.

MAIL BAG OVERFLOWS WITH WELCOME LETTERS

MISS MARY CONDON, relief operator at the Franklin Park Exchange, entered the telephone service last December 4. Early in the morning of March 10 she handled a call which resulted in the following letter written from the Lutheran Memorial Hospital, Chicago, by J. P. Jacobsen, subscriber to Elmwood Park 93R:

"This note is written to you from my cot in the above named hospital, where I am at present lying encased in a plaster cast from my waist to my toes, and it is especially due to the wonderful patience and resourcefulness displayed by one of your operators that I am at present able to write you about it at all. I assure you that I most sincerely appreciate the wonderful spirit of sacrifice in behalf of the service to the public that has been displayed to me on more than one occasion. On Tuesday morning, early, I was alone in the house, when I sustained a fall which injured me severely. After many futile efforts, I was finally enabled to knock the receiver off the hook and was observed by one of your operators. I was barely able to tell her my number and to please send a doctor. Then I fainted. When I again regained consciousness I succeeded in reaching the receiver and picking it up, once more making my request for a doctor, and was informed that one was on the way. Your operator also notified my son and my son-in-law, and they all arrived about the same time, finding me unconscious on the floor with a broken thigh. Kindly assure the operator in charge of my appreciation of her humane kindness."

Miss Condon was on duty alone at the time. She had difficulty understanding Mr. Jacobsen, being able to get only the last name of a daughter living in Chicago. She called a number of people before she could locate the daughter. Five doctors were called before she could get one to go on the case.

A letter from Mrs. C. Fitzpatrick of Arlington Heights compliments operators of that exchange for "the promptness, kindness and patience with which they served" her when she placed calls almost continuously for two days to get clothing for storm relief.

H. C. Heaton of Kenilworth praises two Long Lines operators for service on a call to Palm Beach when he thought his family was at the Breakers Hotel, which was burned down. Mr. Heaton said, "I presented my situation to one of the operators in your Long Distance Department, namely, Miss Jessie Taylor, stating the great anxiety I was laboring under and asking her assistance. Miss Taylor, together with Miss Helen Connelly, succeeded in establishing very prompt communication with my family over the long distance telephone, and I cannot begin to tell you what a great service this was to me."

Miss Evelyn Dickinson, Chicago Toll operator, handled a call for Dr. Herman Smith, superintendent of the Michael Reese Hospital. In writing his appreciation of Miss Dickinson's service, Dr. Smith said, "It was absolutely imperative that we communicate with a party in Wheaton who was just about to leave town. Your operator, through the post office and other sources learned of his location and put the call through."

A. B. Moulder, superintendent, Maintenance of Way Department of the Chicago Rapid Transit Company, wrote to the Oak Park Office that when it was necessary to get thirty men out after a storm early one morning "your operator gave such splendid service at my home telephone, Euclid 8932, that I beat all records in calling out men."

Mrs. D. A. Finch of Melrose Park recently wrote as follows: "The voice that says 'Number, Please,' from the Maywood Office around 7 p. m., is one of the sweetest and most courteous I have ever heard. It gives the impression that the operator loves her work and wants to please. It truly 'smiles'."

F. B. Warren of Springfield, Ohio, wrote that while in La Grange he was given "excellent service" from information.

John J. Hafner of Oak Park said in a letter that "excellent service" was given on a call to him from his mother in Philadelphia.

Miss Hazel Flaherty and Miss Agnes Mulree of Wentworth Office, Chicago, are credited with giving "wonderful service" by W. C. Brink, assistant agent of the Chicago North Shore and Milwaukee Railroad Company.

Robert J. Fischer, resident partner of Frazier, Jelke & Company, Chicago, wrote to compliment the company on the efficiency of Messrs. Lonergan, Ingels, Boyle, McFarlane, Seaholm, Martin, Fisher, Lyons and Speer. They handled a P. B. X. and key cabinet move for that company. Mr. Fischer added that he appreciated the advice and cooperation of A. H. Bates and P. W. Hart.

Mrs. George B. Nitz, 2031 Humboldt Boulevard, Chicago, said in a letter that service on a call to Sturgis, Mich., "was more than 100 per cent perfect." The call was handled by E. Thoma and J. Kempter, Long Lines operators.

Gertrude Czarnecki of Central Office, Chicago, is complimented for giving "excellent service" by Mrs. Richard Thorn.

John M. Sweeny, vice president and comptroller of the General American Tank Car Corporation, wrote to V. Ray, Chicago plant superintendent, and said, "It seems almost impossible to have accomplished this great work (a move job) with the numerous telephones we have. I am particularly interested in complimenting Mr. Ingels, who has gone out of his way, together with all of his men, especially Mr. Fisher, to see that everything that could be done was done to complete this perfect job."

Harry H. Hanks, secretary of the Norwood Park Citizens' Association, wrote that at a meeting a motion "was unanimously carried that the secretary be instructed to write to you expressing our thanks for the marked improvement in telephone service in our community since the installation of your new switchboard in the Newcastle Exchange." He called particular attention to the work of N. S. Sayre of the Commercial Department and C. W. Bacon of the Traffic Department in the efforts to clear away trouble immediately after the cut-over.

C. M. McKay, local agent for the Pennsylvania Railroad System at Gary, wrote to J. J. Carroll complimenting the company for prompt service in making the installation of a telephone in his home.

Fred Jarboe, manager at Centralia, received a letter from L. W. Hanna, principal of the Centralia High School, expressing his thanks for service during a tournament.

R. M. Belden, manager of the Peoria Engraving Company, has written to Manager George Treadway, expressing appreciation for service on a call to Galesburg. "As a result," he said, "we were able to render our customer a very material service which he greatly appreciated."

Fairmount Extends Vote of Thanks to Telephone Company

AT a recent meeting of the Village Board of Fairmount a vote of thanks was extended to the Vermilion County Telephone Company. The official motion, a copy of which was forwarded to the telephone company, reads as follows:

"To the Vermilion County Telephone Company, Danville, Ill.—At a regular meeting of the Village Board held at the town hall in the village of Fairmount, county of Vermilion, and state of Illinois on Tuesday, March 24, 1925, at 7:30 p. m., the following motion was made, seconded, and passed by an unanimous vote and recorded in the minutes of said meeting.

"It was moved by William F. Temple and seconded by Paul L. Davidson that the Village Board of the village of Fairmount extend to the Vermilion County Telephone Company a vote of



Above—J. G. Gardner, Senior Switchman, Chicago Plant, North Division, 10 sales.



Above—J. F. Wagner, Chicago Plant, 46 sales and a \$10,000 salesman.

At right—Paul Sokolowsky, Cable Tester, Chicago Construction Division, 14 sales.



Emil O. Plagowski, Chicago Plant, 13 sales.



R. S. Stover, Testman, Chicago Plant, Suburban Division, 16 sales.



William Hawksley, Chicago Plant, 14 sales.

TEN CLUB AND ONE BETTER

thanks for the courteous treatment the village has received from the hands of the telephone company during the past years, and trust that the future relations between the company and the village may be equally as pleasant as the past.

"The president ordered the roll called, there being six 'yeas' and no 'nays,' the motion carried.—J. A. Cox, village clerk."

In reply R. C. Rottger, vice president and general manager of the Vermilion County Telephone Company, Danville, wrote the following communication to Mr. Cox:

"Will you be so kind as to extend to the Village Board of Fairmount the most sincere thanks of this company, and myself personally, for the resolution passed by the board on Tuesday evening, March 24.

"I feel that our organization at our Fairmount Exchange is doing its utmost to fulfill the mission of the company in that community and I personally know that each of our employees there is very much interested in his or her work.

"It is very gratifying to the company to know that the efforts of our people at Fairmount are appreciated, and we sincerely trust that the spirit of confidence and harmony that has long existed between this company and the village of Fairmount may continue undisturbed, and that we may continue to merit your approval through the maintenance of a high standard of telephone service in your community."

Were Afraid to Use Pioneer Telephones

ONE of the arguments advanced in favor of the telephone when Alexander Graham Bell's new invention was in its infancy was the great advantage it possessed over every other form of electrical apparatus in that it required no skill to operate the instrument. Strange as it may seem to-day, many persons were under the impression that like telegraphic instruments the telephone required special knowledge in order to use it and they feared to have it installed lest they might not be sufficiently expert or have the necessary skill to operate it.

Simplicity of operation has from the beginning been one of the principal points in favor of the telephone, but in the late seventies there were many who believed that they could not use the telephone successfully unless they had been skilled in electricity.

The fact that the telephone was so easy to operate was one of the principal arguments used in bringing it to the attention of the public and in letting people know what it could really do.

In those early days women frequently experienced such a thrill at hearing a voice over the wire that they actually fainted when they used the telephone for the first time, and many persons had to be coaxed and assured that there was no danger before they would even pick up the receiver and attempt to carry on a conversation.

NEW MEMBERS OF THE TEN CLUB

Employees who have made ten or
more sales of A. T. & T. Stock
Hereafter only pictures of persons having made
ten sales in 1925 will be published with the
"Ten Club" group.



Above---Miss M. Dougherty,
Traffic Department,
10 sales.



Above---
C. H. Hall,
Chicago
Plant,
12 sales.



Above---
R. C. Verity,
Chicago
Plant,
12 sales.



Above---
George McMahon,
Construction Division,
Chicago Plant,
10 sales.



Above---
Charles H. Trettin,
Chicago Plant,
10 sales.



At right---
Mrs. Mary
Donovan,
Traffic
Department,
11 sales.



Left---Amy
Matthews,
Chicago
Plant,
10 sales.



Left to right---Harry C. Courson, Chicago Plant, 10 sales; L. H. Newman, Chicago Plant, 12 sales; Miss Ida Klaiber, Traffic Department, 10 sales; Duke T. Lord, Chicago Plant, 11 sales.

ORGANIZATION CHANGES

Accounting Department Chicago Revenue Division

Clarence E. Scanlan, from head clerk, Pay Station Settlement Section, to head clerk, Toll Settlement Section.

Victor E. Berger, from senior clerk, Toll Typists, to head clerk, Pay Station Settlement Section.

William J. Erwin, from toll clerk to senior clerk, Toll Typists.

Suburban Revenue Division

Herman F. Braun, from head clerk, Toll Settlement Section, Chicago Revenue Division, to chief toll supervisor, Suburban Revenue Division.

Walter G. Noren, general supervisor, assigned to division auditor of receipts' staff on special work.

Thomas H. Dempsey, from chief toll supervisor to supervisor of results.

Judson R. Troup, from head clerk, Toll Settlement Section, to supervisor of reports.

Willard N. Erickson, from clerk, Toll Settlement Section, to head clerk, Toll Settlement Section.

Commercial Department Chicago Division

P. L. Sainsbury, from division commercial supervisor to supervisor of methods on the staff of the general commercial supervisor.

W. R. Hutchison, from supervisor of methods to division commercial supervisor, reporting to B. R. Cooper.

W. L. Hudson, from district commercial manager, District No. 2, to supervisor of methods, reporting to Mr. Hutchison.

C. E. Sutton, from division commercial instructor to district commercial manager, District No. 2.

M. G. Driscoll, from district commercial manager, District No. 1, to district commercial manager, District No. 4.

A. L. Simpson, from district commercial manager, District No. 4, to district commercial manager, District No. 1.

J. A. Runtz, from commercial manager, Humboldt Unit, to assistant manager of coin box collections, reporting to M. P. Flynn.

W. R. Usher, from commercial agent, to assistant cashier, reporting to E. P. Vette.

General Commercial Supervisor's Office

A. V. Farr, manager, Commercial Service Bureau, and his force have been transferred from the general commercial supervisor's staff to the Chicago Division, reporting to B. R. Cooper.

W. J. Enders, from supervisor of methods to supervisor of results, reporting to R. M. Noble.

Plant Department Suburban Division Equipment

F. H. Eldridge, from field engineer to central office equipment engineer.

Illinois Division Construction Department

L. G. Lemley, from division supervisor of toll construction to division construction supervisor.

C. V. Banta, from supervising line foreman, Alton District, to division supervisor of toll construction.

Publicity Department

Thomas J. Flaherty, from junior clerk to frameman, Lincoln Office, Chicago.

Traffic Department Local Traffic Engineer

Cressie Miller, clerk, transferred from the Bell Telephone Company of Pennsylvania to the Illinois Bell Telephone Company as clerk, local traffic engineer's office.

Pay Station

Harold Wolfe, from messenger to P. B. X. operator.

Edward Krol, from messenger to P. B. X. operator.

Division No. 1

Central

Margaret Evers, from operator to supervisor.

Dearborn

Anna Fahey, from supervisor to instructor.

Edna Brooks, from operator to supervisor.

Sunnyside

Theresa Lees, from operator to supervisor.

Ovila Gronemann, from supervisor to instructor.

Rogers Park

Mabel Dore, from operator to supervisor.

Julia Scott, from operator to supervisor.

Humboldt

Florence Sayland, from operator to supervisor.

Rose Scherer, from information operator to clerk.

Maria E. Grensbach, from operator to clerk, BELL TELEPHONE NEWS, Publicity Department.

Belmont

Florence Portman, from supervisor to instructor.

Mary Emerich, from operator to supervisor.

Louise Almeroth, from operator to supervisor.

Della Porman, from instructor to senior supervisor.

West

Gladys Thornton, from operator to supervisor.

Kedzie

Nora Sullivan, from operator to clerk, Plant Department.

Frances Lester, from operator to supervisor.

Division No. 2

Wabash

Marjorie Corcoran, from operator to junior supervisor.

Irene Kahn, from operator to junior supervisor.

Olive Dewes, from operator to junior supervisor.

Harrison

Ella Dalton, from supervisor to instructor.

Canal

Bertha Bartusch, from supervisor to night chief operator.

Marie Jacius, from supervisor to senior supervisor.

Florence Berner, from supervisor to senior supervisor.

Laundale

Mae Kozel, from supervisor to instructor.

Helen Williams, from operator to junior supervisor.

Anita Sube, from junior supervisor to supervisor.

Augusta Naga, from junior supervisor to supervisor.

Lafayette

Clara Pecan, from supervisor to senior supervisor.

Kenwood

Frances Hayes, from operator to junior supervisor.

Dorothy Stewart, from operator to junior supervisor.

Oakland

Lena Bedelow, from junior supervisor to supervisor.

Rose Sodetz, from junior supervisor to supervisor.

Yards

Catherine Guiltane, from operator to junior supervisor.

Margaret Cannon, from operator to junior supervisor.

Midway

Margaret Lawanda, from operator to junior supervisor.

Nora Vogt, from junior supervisor to supervisor.

Louise Freste, from supervisor to observer.

NEW OFFICERS OF
BELL POST
AMERICAN LEGION



DANIEL O'GRADY
Sergeant-at-Arms



E. J. SEGUIN
Commander



A. A. LANGLUND
Senior Vice-Commander



N. L. JANNENGA
Adjutant



G. S. HALL
Chaplain



A. J. ERHARDT
Junior Vice-Commander

Wentworth

Angie Kissane, from junior supervisor to supervisor.
Helen Smith, from operator to junior supervisor.

Prospect

Catherine Schaack, from operator to junior supervisor.
Veronica Ludwig, from junior supervisor to supervisor.
Elizabeth Volh, from operator to junior supervisor.
Florence Ryan, from supervisor to senior supervisor.

Beverly

Ruth Anderson, from operator to junior supervisor.
Mayrose Kendell, from operator to junior supervisor.

Division No 3

Highland Park

May Grimson, from operator to clerk.

Winnetka

Edith Papcke, from matron to operator.

Blue Island

Alice Kollmann, from junior supervisor to supervisor.

Hammond

Edwina Donahue, from operator to junior supervisor.
Florence Meyer, from operator to junior supervisor.

Gary

Rose McGirr, from supervisor to evening chief operator.
Agnes Minten, from operator to junior supervisor.

Edna Meyer, from operator to junior supervisor.

Joliet

Anna Cerutti, from junior operator to clerk.

Lemont

Anna Powalish, from operator to junior supervisor.

Morris

Florence Foster, from junior supervisor to supervisor.

Oak Park

Rose Karpel, from operator to junior supervisor.
Florence Dombrow, from operator to junior supervisor.

Maywood

Bessie Levine, from junior supervisor to supervisor.
Lillian Bauer, from operator to junior supervisor.

Franklin Park

Ada Hermance, from operator to junior supervisor.

Berwyn

Althea Werner, from operator to junior supervisor.

Chicago Toll

Agnes Just, from junior supervisor to supervisor.
Evelyn Lange, from operator to instructor.

Division No. 4

Peoria Main

Berniece Pease, from operator to supervisor.

(Continued on next page)



Above—L. B. Boylan, Buildings, Supplies and Motor Equipment Dept.

NEW ACCIDENT PREVENTION COMMITTEE



H. A. Mott,
Chairman.



Above—R. C. Berry, Construction Department.



Above—William Hawksley, South Division, Chicago Plant.

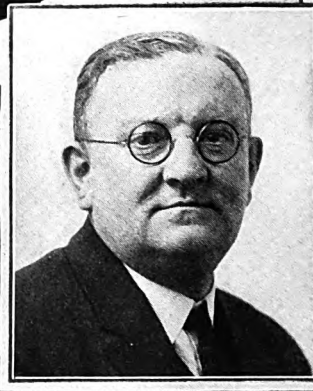


Above—J. C. Bone, Suburban Division, Plant Department.

At right—E. P. Collins, Illinois Division, Plant Department.



Left—G. B. Gardner, North Division, Chicago Plant.



Peoria Bluffs

Lillian Brown, from senior operator to supervisor.
Vanessa Malthe, from supervisor to instructor.
Ida Malcolm, from senior operator to supervisor.
Alice Sherrill, from operator to clerk.

Peoria Toll

Margaret Lord, from toll clerk to toll supervisor.

Champaign

Mabel Shipley, from toll operator to clerk.
Jessie Holderman, from toll operator to clerk.
Charlotte Behrens, from operator to clerk.

La Salle

Marie Hrovat, from toll operator to chief operator's clerk.

Moline

Sigrid Anderson, from senior operator to supervisor.

Springfield

Dorothy Thompson, from operator to senior operator.
Mildred Turner, from operator to senior operator.

Springfield Accounting Basketball Teams End Successful Season

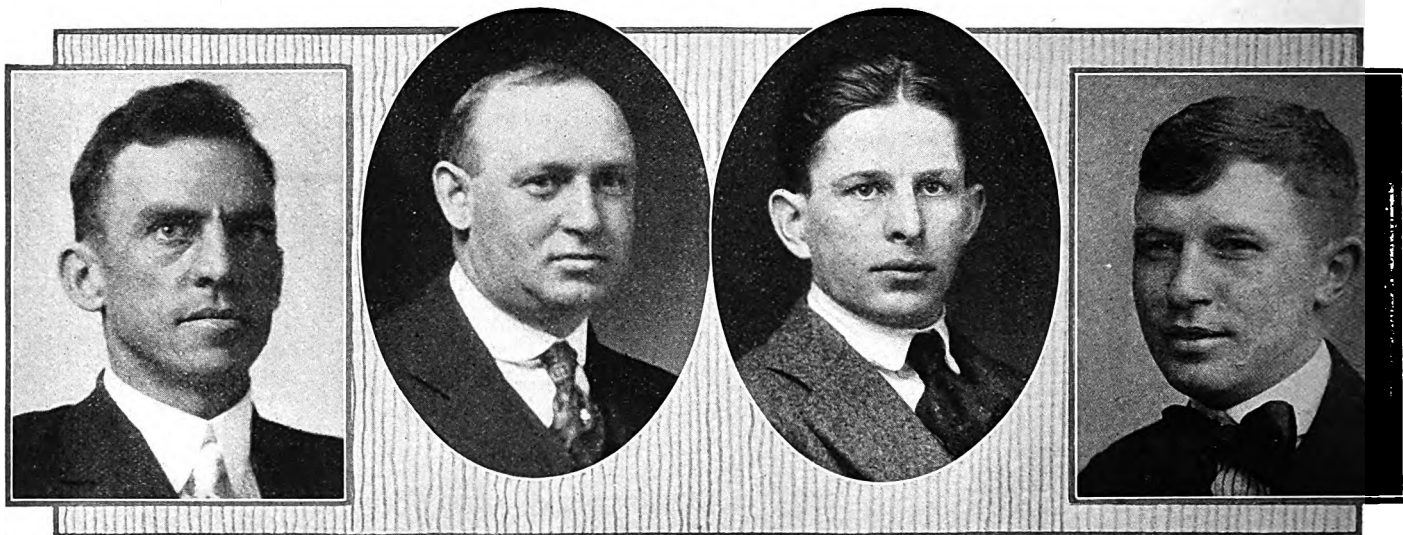
BASKETBALL teams in the office of the Illinois Division auditor of receipts closed their season with a banquet at the St. Nicholas Hotel and a theatre party at the Majestic

Theatre, Springfield. Besides the members of the teams there were present, the division auditor Frank E. Smith, and Mrs. Smith and the general supervisor, D. A. Hoffman and Mrs. Hoffman.

The past season was very successful. The girls' team met defeat only once and then with a crippled team. For the second season the girls have a strong claim to the title in central Illinois. Alberta Robinson is manager and plays guard and Janet Williams is captain and holds down the center position. The other members of the team are: Verna Robinson, Evelyn Bowers and Estelle Edwards, forwards. Ruth Urbain, Blanche Urbain and Helen Skehan, guards.

The men, while not standing as high in the "won and lost" column as their sister employees, are very well satisfied with the results of their efforts. Several members of the team were playing their first basketball, but by the close of the season a combination had been perfected that looked mighty good and that will be ready to start the 1925-26 season and hold its own against the strongest competition. George Robson was manager of the team and played at the position of running guard. Tom Robertson was captain and forward. The remainder of the team lined up as follows: P. O'Leary, A. Rechner and J. Siebert, forwards. R. German, center. C. Gorey, R. Lofy and L. Schmitz, guards.

The success of the teams to a great extent is due to the assistance and interest of Mr. Smith.



BOOSTERS OF A. T. & T. STOCK SALES IN THE SUBURBAN PLANT DEPARTMENT

Left to right---F. W. Schulte, Wire Chief, Woodstock, five sales; H. J. Lewis, District Construction Supervisor, Evanston, six sales; J. R. Abernathy, Station Installer, Evanston, six sales; F. U. Welter, Field Engineer, Evanston, seven sales.

Revenue Accounting Man Dies

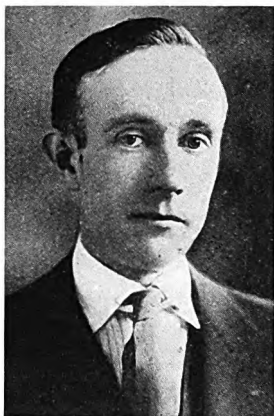
ON Wednesday, April 15, at the family residence, 5430 Quincy Street, Chicago, James E. Duffy of the Chicago Revenue Division, Accounting Department, succumbed to heart failure following an attack of influenza.

The passing of Jim Duffy, as he was generally known, terminated nearly fourteen years of faithful service in the Accounting Department. On October 16, 1911, he entered the service of the telephone company as a ledger clerk in the Revenue Division and his entire period of service was in that division.

Jim loved the out-of-doors. He was an enthusiastic golfer and spent many Saturday half-holidays playing golf with his co-workers who will certainly miss him.

He was a member of Golden Rule Lodge No. 47, Columbian Circle, Americus Council No. 1279, K. of C., Grand Camp No. 12117 M. W. A. and Oak Park Lodge No. 1295 B. P. O. E.

Mr. Duffy's sudden death was a shock to his many friends in the company; and because of his pleasing personality and efficient work, he will be greatly missed by all of his associates.



JAMES E. DUFFY

Funeral services were held April 17 at the Resurrection Church and at the grave in Mount Carmel Cemetery. A number of co-workers attended the funeral.

Wabash and Lincoln Mourn Death of Co-workers

THE force at Wabash Office, Chicago, was grieved to hear of the death of Mrs. Genevieve Ayres Griffen, who, at the age of twenty-one years, passed away after an illness of several months' duration.

Mrs. Griffen had been with the company since April, 1920, and was



MRS. GENEVIEVE AYRES GRIFFEN

well-loved by her many friends at Wabash. She will be long remembered by those who knew her best, for her sweet disposition and quiet, unassuming manner. She leaves a widower, father, mother, brothers and sisters. One of her sisters is employed at Wabash Office. The funeral service was held at St. Leo's Church and attended by Misses Carney and Koons, Wabash girls.

It was with the sincerest regret that the news of the death of Miss Marie Gilders was greeted at Lincoln Office, Chicago. Miss Gilders had been ill for a long time, but had been by no means forgotten by the force, and was frequently visited during her lengthy illness. She passed away at the Municipal Sanitarium on February 14, at the age of twenty-seven years. Miss Gilder had been employed by the Illinois Bell Telephone Company for almost five years.



MISS HAZEL VOGT

Miss Hazel Vogt Passes Away

HAZEL A. VOGT, an employee in the Chicago Revenue Division, Accounting Department, died of heart disease on April 7. She had been in the service as a clerk in the Toll Section for almost three years. Miss Vogt had a pleasing disposition and unassuming manner which won the admiration of all her associates. Funeral services were held at her home in Wheaton, interment at Forest Home Cemetery. Miss Vogt's smiling face will long be remembered by her co-workers.

Death of A. J. LePetrie

EMPLOYEES who were in the service during the period prior to 1900 will be grieved to hear of the death of Albert J. LePetrie, who was well known to the men of that period. He left the service about 1901 after serving as a lineman and repairman for about fifteen years.

Madison's Wire Growth

THE city of Madison, Wis., the site of the University of Wisconsin, recently installed its 16,000th telephone. The growth of telephones in Madison has been remarkable. In 1900 there was one telephone to every seventy-two persons. Now there is one telephone to each 2.7 persons.

TELEPHONE TRAIL BLAZERS WITH MAY SERVICE RECORDS

Thomas J. Wade
May, 1898—27 Years

THOMAS J. WADE went to work for the Bell System when the Chicago Main Office was being cut over to the common battery system. This was in May, 1898—twenty-seven years ago. Mr. Wade calls attention to the fact that there were "knockers" even in the good old days, who said it wouldn't work, but it did and still does. Mr. Wade went to work under Wire Chief St. John, whom some of you may remember.



THOMAS J. WADE

After the cut-over—there was a "lay off" and Mr. Wade was off duty for a short time. In due time he came back to the Equipment Department, working mostly in Main, Central and Harrison Offices, which were then considered a single group. These offices were growing very fast, and section after section had to be added to the switchboards, which kept the force busy enough during the week. At that time the "Old Franklin" building, diagonally across the street from the Chicago Main Office was the storeroom and headquarters for the department, quite familiar to many old-timers in the Chicago territory.

Mr. Wade helped in cutting over the new Lakeview Office when it was moved from Clark and Belmont to Sheffield Avenue, and also was in on the move and cut-over of Superior from old No. 3 or North Office, formerly at Clark and Chicago Avenue.

Nor has the city been his limits. For some time he was detailed to the Engineering Department on some experimental work on lightning arresters which naturally took him all over the territory. When W. R. Abbott was superintendent of the Suburban Division, Mr. Wade spent some time on special inspection work for him. Then again, right after the big Ohio flood, Mr. Wade was detailed to the Ohio Company to put in a new switchboard in "Hill Top" Office, Columbus, Ohio, where the old office had been totally ruined by water.

Mr. Wade has done nearly everything in the line of telephone work, as he says, from adjusting relays to shoveling snow off the roof and painting screens—but that was years ago, when there were not so many specialists as now.

Harrison W. French
May, 1902—23 Years

Harrison W. French—don't you know him? That's "Harry" French. It may be necessary to explain that—but when we say he is chief investigator for the Department of Claims then everyone knows him. "Harry"



H. W. FRENCH

was born in the country, and according to his own story, early in life undertook to raise razorback hogs. Harry is generally truthful but this story of his smacks of fiction.

He did however learn to milk cows standing up—that is the cow—and after mastering the intricacies of farming he went to Chicago for a change of atmosphere.

His first city job was in the dry goods business, not the "one-yard, two-yard" branch—but the wholesale side. Then he spent three years in a lawyer's office where he became somewhat acquainted with Blackstone, et al.

Whether he and Blackstone agreed or not, Mr. French left the law and went into the plumbing business presumably for better pay, but in learning to "wipe joints" on lead pipe he burned his fingers and quit for a more lucrative job on the Chicago Police force.

All this is preliminary to his coming over to the telephone business in May, 1902—where he has been continuously ever since. In conclusion Mr. French wears, carries or perhaps affects a down-draft waterless Dawes' pipe in the office—but in the sanctuary of the home he revels in a French briar—that is as old as his job—and much stronger, says his wife.

John G. Stephan
May, 1904—21 Years

Mr. Stephan, who has been with us for twenty-one years is commonly known as John—and he works in Chicago where he was born. John's first job with the telephone company was with W. J. Speer, at that time in charge of the private branch exchange work. Private switchboards were not so plentiful then as now and the most of them were in the Chicago Loop District.

After some time in this work Mr. Stephan was detailed to Douglas Office as an installer. This continued for a while or until some change in the system resulted in transferring him to a "line order gang" where he worked in varying capacities for a couple of years. Then he packed his trunk and went down town to the general offices, "where the streets were paved."

If we remember rightly, this was when the Maintenance Department was temporarily located in rented quarters on Market Street. J. S. Ford was then superintendent of maintenance and under him Mr. Stephan went into facility work as it was then called.

A year or two of this and there was another rearrangement of the forces which left John in the Assignment Division under Mr. Ray at the general offices. He is now operating under a title that runs something like this—"supervisor of installation practices." May he and the title live long and prosper.

Good Service in Waukegan

THE *Daily News* was aided materially in getting the early election returns to the people by the splendid service furnished by the telephone company. An extra telephone was installed at the last moment to take care of calls other than election inquiries, thus leaving telephones Nos. 17 and 18 entirely free for this purpose.—*Waukegan Daily News*, April 8.



JOHN G. STEPHAN

A TALK BY THE FIREPLACE

By May T. Dewhurst

"THAT was an awfully good dinner, Mother," said Tom, as they got up from the table a few Sundays after Easter. "I feel at peace with all the world."

"Make the most of it, old fellow," said John, "your days are numbered."

"You mean thing!" pouted Katie. "You just wait and see if Tom doesn't keep his peaceful disposition. It won't be my fault if he doesn't."

"That's so," answered Tom. "Don't mind what that old bachelor says. He is just jealous. And, anyway, I guess we'll eat Sunday dinner with Mother most of the time."

"Yes," laughed Mary, "that's the way they are going to keep out of debt for the first few months."

"Now, Mary," said Mother, as they all laughed, "I know you are joking, but maybe Katie and her mother don't know how you children love to tease. I guess Tommy and Katie will do us a favor if they will come to dinner with us. We'll be lonesome enough if they don't."

"That's the way I feel about it," said Mrs. Freeland. "We'll have to take turns."

"But the first Sunday dinner you must have with us," said Katie. "I've set my heart on that."

"Well, you can practice on Tom for a couple of weeks up at the cottage and if he looks all right when you get back from your honeymoon we can risk it," said Mary.

Tom was tucking some wood into the fireplace and the family all gathered around the cheerful blaze and although the room was not yet quite settled, it was very cozy and comfortable as a cold spring rain beat against the windows.

"Just the kind of a day to have a home and stay in it," said Mother, "and I have a poem here for Tommy to read to us. You know it has been Girls' Week again, and this was in one of the papers."

"More good advice, I suppose," said Mary. "We girls seem to be the target just now. I could give some good advice to boys if I had a chance."

"Listen to that, John! I never noticed that she lacked for chances, did you?" And Tom adroitly dodged in time to escape a box on his ears as he passed Mary and seated himself by Katie on the settee by the fireplace.

"Stop your quarreling now and read the poem," said Mother, as she sat back in her rocker and beamed at the group. "There's nothing I like better than to be read to unless it is to discuss what is read."

It was called "An 'If' for Girls." As Tom finished mother asked. "Now, don't you like that?"

"I like it well enough," answered Mary, "but I don't believe that last line. The world doesn't usually bow before the best

women. They look for those who make the most show."

"Not in the long run," replied John. "I guess dress and looks attract for a while, but if there isn't anything but that, people don't set them up in the Hall of Fame."

"I guess there is more real appreciation of a good mother than of any other woman," said Mrs. Freeland. "Don't you know how the people wiped their eyes at the movie the other night when the mother was the heroine?"

"That's the worst of it, some of those people who weep so easily go home and snub the old lady and I'll bet they don't tell her that they care anything about her," said Tom.

"They say it with flowers," laughed Mary.

"After she's dead," snapped Tom, as he gave the fire a vicious punch that sent the protesting sparks out on the hearth.

"You'll say it with fire if you don't look out," said Mother. But she patted Tom on the shoulder with a touch that indicated appreciation of her boy's sentiments.

"Here's something you'll like," said John. "I saw it in the *March American* and the reason I noticed it was because I was attracted by a familiar face. You see I was in Pittsburgh once and I visited the Heinz plant—the house of the fifty-seven varieties—and I saw Mother Dunn, as she was called, and she looked just like this picture with her old fashioned apron and cap on."

"She looks just like a good old mother, doesn't she?" said Mrs. Freeland as she looked at the picture.

"Yes," said John, "she was just like a mother to thousands of girls and it says that at her

funeral in one of the largest churches in Pittsburgh her body lay in state amid flowers from all parts of the country and for an hour a steady line filed by her bier. She had been with the company fifty-one years and poor folks whom she had helped and who loved her, and the directors and the highest officers of the company met to pay tribute. And just think! She came here as an immigrant."

"Looks as if people *do* bow before a real woman, after all," said Mother.

"She went to the company a young widow with a baby boy to support and she took care of him and mothered him as she did the thousands of girls who came to her with their worries. She was seventy-six years old and was still coming to her work at nine and staying till five when she died, though the company had offered to build her a house and give her a good income for life. She said she wouldn't retire just when she was getting to the point where she had got some real common sense."

"I see she had advice here to girls who are going to be married. You better read that, John, June will soon be here."

And John read:—

"When one of my girls is going to be married, and she comes to me for advice," said 'Mother' Dunn, "I always begin by reminding her that it takes honest hard work to make a good job of being a wife. I tell her that she must

AN "IF" FOR GIRLS

(With apologies to Rudyard Kipling)

If you can dress to make yourself attractive
Yet not make puffs and curls your chief delight;
If you can swim and row, be strong and active,
But of the gentler graces lose not sight;
If you can dance without a craze for dancing,
Play without giving play too strong a hold,
Enjoy the love of friends without romancing,
Care for the weak, the friendless and the old;

If you can master French and Greek and Latin,
And not acquire, as well, a priggish mien;
If you can feel the touch of silk and satin
Without despising calico and jean;
If you can ply a saw and use a hammer,
Can do a man's work when the need occurs,
Can sing, when asked, without excuse or stammer,
Can rise above unfriendly snubs and slurs;

If you can make good bread as well as fudges,
Can sew with skill, and have an eye for dust;
If you can be a friend and hold no grudges,
A girl whom all will love because they must;

If sometime you should meet and love another
And make a home with faith and peace enshrined,
And you its soul—a loyal wife and mother—
You'll work out pretty nearly to my mind
The plan that's been developed through the ages,
And win the best that life can have in store,
You'll be, my girl, a model for the sages,—
A woman whom the world will bow before.

—Elizabeth Lincoln Otis.

The Girl of To-morrow

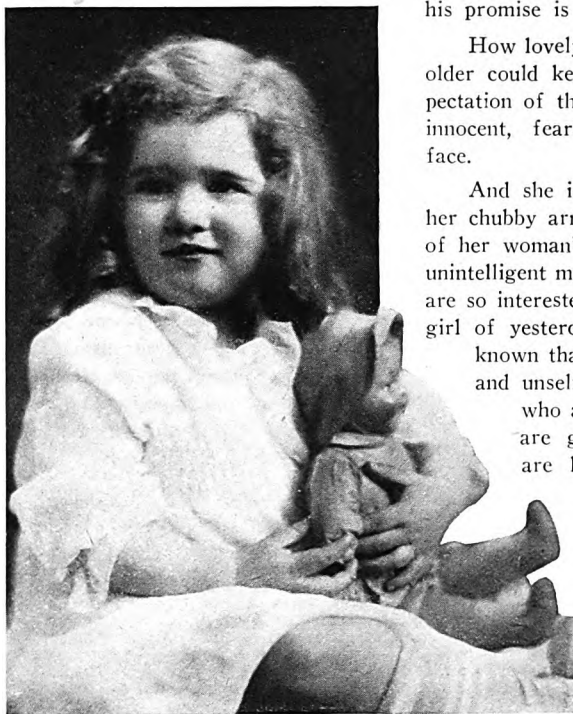
By May T. Dewhurst

"ISN'T she lovely?" "Who is she?" I hear you ask as you look at our girl of to-morrow.

You see we have just been observing "Girls' Week" and we think this little girl happened to have her picture taken at just the right time. It isn't a fancy picture—it's the real thing and we are going to put the motto—"Our girls and a better world" with this picture and we are sure that every girl as she looks at it will feel proud that she, too, is a girl and will feel sure the world is, and will be, better because she is living in it.

It does us good to look at a child like this. How interested she is in what that camera man is doing! She holds her dolly closely but her mind for the moment is on this new object of interest. She is pleased at something new but those intelligent eyes which look from under the thoughtful brow indicate that she will meditate a little before she accepts this new acquaintance who possibly is promising that little bird which has held so many expectant little children quiet. We hope if he promised a bird that he will produce it, for this child

"OUR GIRLS AND A BETTER WORLD"



THE GIRL OF TO-MORROW

unite in one great festival, "all for each and each for all"—the real federation of the world.

should be dealt with honestly. She will remember if his promise is not kept.

How lovely it would be if every girl as she grows older could keep this interest in life, the happy expectation of the good that is to come to her and the innocent, fearless outlook that is in this child's face.

And she is a real girl. She holds her dolly in her chubby arms and nothing is going to deprive her of her woman's right. But she isn't going to be an unintelligent mother—you can see that in the eyes that are so interested in a new idea. She typifies the ideal girl of yesterday, to-day and to-morrow. We have known that girl in our own mothers, wise, loving and unselfish—we know her in the girls to-day, who are developing in body and mind. They are going to be independent because they are healthy and intelligent, honest, frank and loving. Never independent because they are sufficient unto themselves for the world can only be advanced by people who work together and so these girls will work with the boys for a better world and, by and by, we will have one big week when "Mothers' Day" and "Fathers' Day" and "Boys' Week" and "Girls' Week" will

be willing to keep a home for her husband, and not just a place for him to eat and sleep.

"She should know enough about his work to be able to talk it over with him intelligently. And she shouldn't forget that a husband likes to be proud of his wife when he takes her out.

"Maybe such advice sounds old-fashioned. It isn't. A good wife is as much in style to-day as she ever was. A girl can bob her hair and wear short skirts if she wants to, and still be a mighty good wife. America is full of good wives. Regardless of what some women may say about them, men aren't complaining of home women being out of style and old-fashioned. *It's the wife's job to please her husband, and not to please other women!*"

"That's all right," said Mary, "but in this day of Girl's Week and the 'Woman's World's Fair' we ought to say more about woman's independence. See what women can do all by themselves. I saw lots of things at the exhibition that prove that she can go into business all by herself."

"I bet there wasn't a thing there that men didn't help make in some way. Look at your telephone exhibit! Of course the girls put the calls through across the continent, but who strung the wires and did the hard work," protested Tom.

"I think," said Mother, "it may be a good thing to have a girl's week when we think of what we, as women ought to do, and another for you men to think of what you ought to do, but the other fifty weeks we better keep at the old job of working together."

Population and Telephone Centers Are in Indiana

MORE than keeping pace with the westward march of population, the telephone has steadily progressed from its humble beginning of forty-nine years ago and has widened its sphere of influence until to-day the median points of both population and of telephones are only a few miles apart.

In the period beginning with 1876 the median point of telephones has traveled from Boston to Logansport, Ind.—approx-

mately 780 miles west and 110 miles south, or about 800 miles in an airline. During the same period the median line of population has moved only from Springfield, O., to Union City, just across the Indiana border—a distance of thirty-seven miles west and eleven miles north, or an airline distance of only thirty-eight miles.

It was in Boston that the telephone had its birth. There the first telephones were made and used. And just as the original thirteen colonies were scattered along the Atlantic seaboard, so also was the early telephone development confined to that narrow section. From the larger cities and towns, the population gradually spread out, by slow and painful degrees, wending its way ever farther and farther west. So also the telephone which had its origin in New England soon found its way to New York and Philadelphia and from these places began another march westward until finally the median point of telephone development not only has overtaken the median of population, but has even passed it.

Even at the present time telephones are growing much faster in the United States than is the population. The population of the country is now increasing at the rate of one and one-quarter per cent a year, while telephones are growing at the rate of about six per cent a year.

These Shops Reverse Cash-and-Carry Plan

THE We-Fone-U Stores have recently made their appearance in the south, the first being established at Tampa, Fla. They represent a chain of meat and grocery stores which have approached the problem of reducing overhead costs from an entirely different angle than the cash-and-carry stores. Instead of reducing the service to the customers, they have effected economies in the operation of their establishment, but without the elimination of sales and delivery service.

As store location is not so important to telephone shoppers, so long as the orders are filled on schedule time and satisfactorily, these stores, instead of being in the high rent district, may be located on a side street at a nominal rent.

RELIEF FOR TORNADO SUFFERERS

HAVING contributed more than \$10,000 to the tornado relief fund, Illinois Bell employees will be interested in a letter received by President W. R. Abbott from William R. Dawes, president of the Chicago Association of Commerce and chairman of the Chicago Tornado Relief Committee.

The letter was written April 8, after Mr. Dawes and four other members of the committee had visited the devastated area of southern Illinois. In it he said, "Briefly, we are satisfied upon the following points:

"1—That the Red Cross is doing a real job, has the situation well in hand and is the one agency through which the disbursement of all funds should be made.

"2—The Red Cross officials estimate that this will be a 5,000 family relief enterprise. They are counting on a fund in excess of \$2,000,000, which seems conservative in view of the fact that more than \$1,000,000 has been subscribed through the various agencies in Chicago, while the state of Illinois has appropriated

\$500,000 more, and they state authoritatively that this fund will make possible an adequate reconstruction program.

"3—The emergency has been met. At the present time the relief methods are being changed from wholesale relief to individual relief, each family being placed on an individual credit basis so that normal supplies can be obtained through local merchants, rather than from relief stations; permanent rehabilitation has started and will continue for a long time.

"We are impressed with the magnitude of the disaster and more than ever happy that Chicago has responded so generously in providing funds. While the entire country is giving, Chicago because of its size, wealth and proximity was called upon to assume the greater part of the responsibility for making the relief program possible and we found that what Chicago is doing is known and appreciated throughout the storm area."

Following is the final list of contributions made through company channels:

Accounting Department	
Third Floor Unit	\$ 61.00
Fifth Floor Unit	45.25
Sixth Floor Unit	72.50
Seventh Floor Unit	75.00
Eighth Floor Unit	52.50
Ninth Floor Unit	83.75
Tenth Floor Unit	73.10
Twelfth Floor Unit	101.25
Thirteenth Floor Unit	95.00
Disbursement Division Unit	93.15
General Office Unit	84.30
Unattached	35.20
Springfield Revenue Unit	64.50

Accounting Total \$986.50

Commercial Department	
Engineering Unit	\$42.00
Directory Unit	60.00
City Commercial Unit	370.25
Collectors' Unit	232.00
Suburban Division Office	33.50
Elgin Unit	2.00
Hammond Unit	15.00
Gary Unit	7.25
Harvey Unit	11.00
Oak Park Unit	14.50
Waukegan and Libertyville Unit	8.00
Evanston Unit	58.45
La Grange Unit	16.00
Wheaton Unit	1.75
Aurora Unit	7.00
Illinois Division Office Unit	25.00
General Commercial Supt. Office	29.00
General Commercial Supr's Office	13.00
Alton	9.00
Mount Vernon	8.25
Collinsville	2.00
Cairo	18.00
Rockford	12.50
Commercial Association—Rock Island, Moline, East Moline	5.50
Ottawa	7.00
Galena	3.00
Sterling	1.00
La Salle	8.00
Springfield Commercial Association	13.50
Beardstown	1.50
Decatur Commercial Association	10.00
Quincy	10.00
Peoria Commercial Association	13.00
Momence	2.00
Kankakee	10.00

Commercial Total \$1,079.95

General Offices	
Health Department	\$38.50
Theodore N. Vail Chapter No. 1, Telephone Pioneers of America	100.00
Vice President and General Manager's Office	13.00
Publicity Department	33.50
Department of Claims	32.62
Secretary's Office and Mailing Room	27.00
Engineering Department	108.75
Office of Chairman of Board of Directors	255.00
President's Office	69.00
Financial Department and Paymaster's Office	45.00
Legal Department	12.00

General Offices Total \$734.37

Plant Department	
P. B. X. Office Local	\$23.00
Main Office Local	52.00

Chicago Plant General Office Local	33.90
General Office Supervisors' Local	37.00
Hyde Park Local	52.00
Stewart-Beverly Local	48.00
Plant Accounting (Three Locals)	103.10
South Division Supervisors' Local	74.00
Edgewater-Rogers Park Local	90.00
Lakeview Local	68.00
Suburban Dept. Supervisors' Local	33.00
Const. Div.—Cable Splicers' Local No. 3	25.55
Const. Supt. Office Local	39.00
B. S. & M. E. Supply Clerks' Local	28.00
Central Locating Bureau Local	42.25
South Central Office Installation Local	31.00
Const. Div.—Cable Splicers' Local No. 5	85.75
Equipment Engineers' Local	23.50
Sub. Div.—Plant Supt. Office Local	11.00
B. S. & M. E. Clerks' Local	26.00
B. S. & M. E. Supervisors' Local	55.00
North Division Installation Office Local	86.75
South Division Installation Office Local	79.65
Const. Div.—Cable Splicers' Local No. 1	141.00
Aerial Construction Division	64.50
Const.—Building Cabling Division	170.75
General Plant Superintendents' Office	39.00
Toll and Transmission Local	36.00
South Chicago Local	23.50
Randolph Local	46.10
Const. Div.—Cable Splicers' Local No. 4	66.25
Suburban Plant Engineers' Local	57.00
Central Office Installation Shop Local	27.50
Const. Div.—Cable Splicers' Local No. 2	53.50
Educational Local	20.00
North Division Supervisors' Local	102.00
B. S. & M. E. Stockmen's Local	50.25
Underground Construction Local	65.00
Transportation Local	12.50
Construction Div.—Supervisors' Local	88.00
Const. Div.—Cable Shop Employees	35.00
North Central Office Switchboard Installation Local	52.50
Power, Light and Battery Local	19.75
Construction Departmental Council	25.00
Kedzie Local	19.00
Plant Engineering Supr's Local	34.00
Wentworth-Prospect Local	68.50
Lincoln-Superior Local	61.25
Oakland Local	46.00
Yards-Lafayette Local	39.50
Illinois Division Office	77.00
Austin Local	30.50
Aerial Construction Local	29.20
Out Order Men's various locals	6.50
Plant Engineering Employees	104.45
P. B. X. Installers	136.50
B. S. & M. E. Suburban Local	5.00
Kedzie Local	19.00
Suburban Equipment Local	8.05
State-Central Local	40.55

Plant Total \$3,067.55

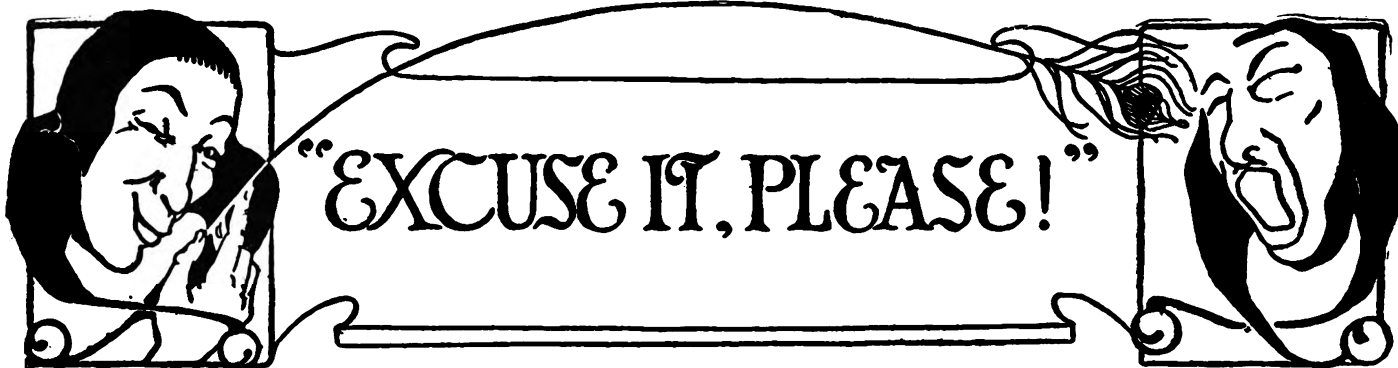
Traffic Department	
Section No. 6	104.25
City Service Observing Unit	31.00
P. B. X. Unit	26.15
Pay Station Unit (Div. No. 1)	47.00
Hyde Park Unit	26.69
Midway Unit	24.50
Personnel Unit	11.15
Chicago Toll Unit	66.58
Victory Unit	79.00
General Traffic Office Unit	70.47
Wabash Unit	57.27
Harrison Unit	62.10
Calumet Unit	50.00
Douglas Unit	97.00
Chesterfield Unit	4.02
Prospect Unit	102.50

City Traffic Supervisor's Office	11.55
Suburban Training Department	12.00
General Supervisor of Toll Traffic and Local Traffic Engineering Unit	47.52
Wentworth Unit	117.50
Lafayette Unit	61.50
General Traffic Superintendents' Office	32.00
Illinois—Division Office Unit	10.00
Sub.—Division Office Unit	10.00
Margaret Mackin Hall	40.00
Yards Unit	130.00
West Unit	112.29
Lincoln Unit	28.00
Humboldt Unit	50.00
Oakland Unit	77.85
Kenwood Unit	58.29
Randolph Unit	51.64
Dearborn Unit	133.02
Austin Unit	218.00
Kedzie Unit	53.65
Edgewater Unit	56.01
Monroe Unit	123.70
Rogers Park Unit	76.40
Sunnyside Unit	57.10
Irving Unit	103.35
Kildare Unit	48.00
Humboldt Information Unit	8.50
Brunswick Unit	19.50
State-Central Unit	31.97
Graceland Unit	18.82
Official 9300 Unit	25.00
Franklin Unit	28.00
Main Unit	32.50
Superior Unit	12.00
Belmont Unit	67.40
Lakeview Unit	28.75
Employees' Assn.—Long Lines	30.00
Canal Unit	18.70
Lawndale Unit	69.15
Newcastle Unit	18.87
South Chicago Unit	70.00
Beverly Unit	31.25
Stewart	75.00
Pullman	49.31
Alton	50.00
Cairo	20.00
Centralia	25.00
Edwardsville	20.00
Mount Vernon	10.00
Collinsville	7.00
Champaign	30.00
Kankakee	6.25
Peoria Bluffs	25.00
Peoria Main	50.00
Peoria District Office	6.00
East Moline	5.00
La Salle	50.00
Moline	25.00
Rockford	50.00
Rock Island	25.00
Sterling	25.00
Galena and Ottawa	20.50
Beardstown	12.00
Decatur	25.00
Quincy	15.00
Springfield	60.00

Traffic Total	\$3,882.42
Accounting Department	\$ 986.50
Commercial Department	1,079.95
General Offices	734.37
Plant Department	3,067.55
Traffic Department	3,882.42

Grand Total \$9,700.79

In addition to the above amount, reports have been made of approximately \$500 contributed through other channels.



The End of Patience

On a farm in Northern Wisconsin is posted this sign:
 "Trespasser's will be persecuted to the full extent of 2 mean mongral dorgs which ain't never been overly soshibil with strangers and I dubble barlet shotgun which ain't loaded with no sofy pillers. Dam if I ain't tired from this hel raisin on my proputy."



Collected

She had urged him to study the correspondence course at home and he had—just like the advertisements say. At last his salary was raised fifty dollars a month, also like the advertisements say. "Nell," he cried. "I owe it all to you!"

"Well, dear," she retorted, "you won't after pay-day."

Which was a point the advertisements failed to mention.—
American Legion Weekly.



Where's the Apple Sauce?

A mother of a large family, says the *Northwestern Bell*, went away to visit her married daughter, leaving the house in charge of

younger children. On going she told them if anything serious happened to call her by long distance. Then she started on her journey.

On the second day she received a call and, motherlike, feared the worst. All sorts of terrible happenings rose before her mind's eye on the instant. The following conversation took place:

"Hello; is this you, mamma?"

"Yes, dear. What in the world is the matter?"

"Where is the apple sauce, mamma? We looked all over and can't find it anywhere."



Play Writing

Weary Willie: "Have you seen Slim lately?"

Dusty Trails: "Yes."

W. W.: "Wot's he doin'?"

D. T.: "Writin' plays."

W. W.: "My Gawd! That blinkin' idiot writin' plays?"

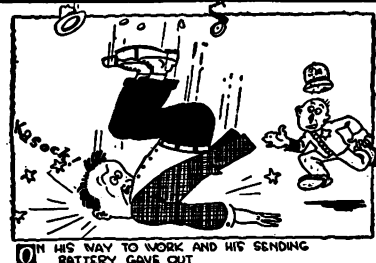
D. T.: "Yes, he's chalkin' up scores in a bowlin' alley."—
Chicago Phoenix.

Some Day Perhaps—We'll send humans and things by radio—

SAY, ONIONETTA, I LEFT MY LUNCH ON THE BATH TUB WILL YOU BROADCAST IT TO ME ON WAVE LENGTH 742

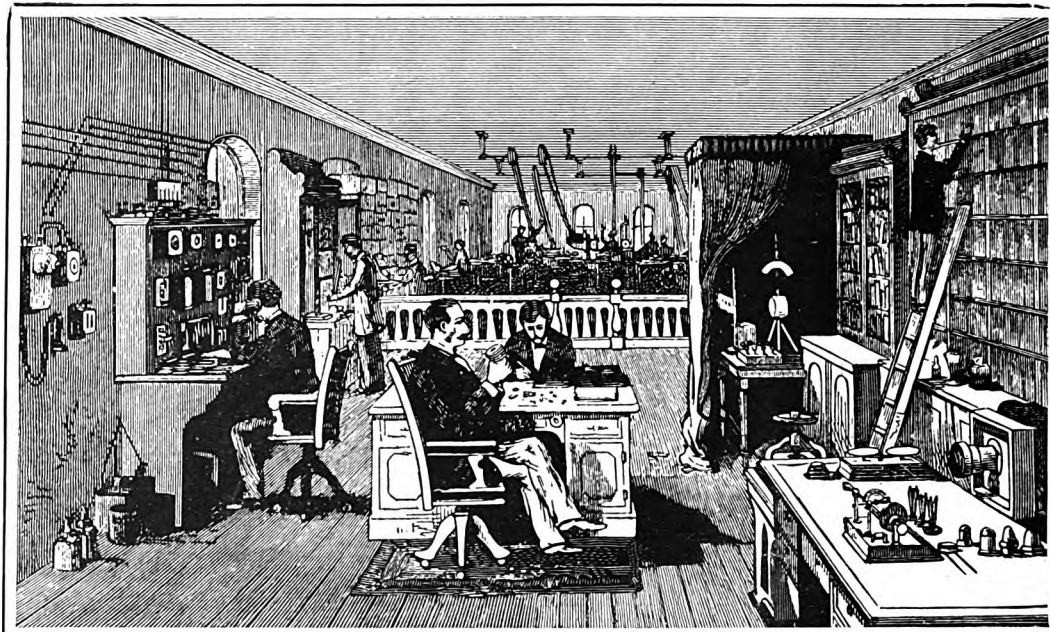


HOT ZIGGETY!
 LUCKY I DIDN'T
 ASK FOR A FLAT
 IRON



THE WIFE STARTED ME OUT TO THE DRY GOODS STORE BUT SHE MUST HAVE CHANGED HER MIND. I WISH SHE'D HURRY





The Bell Telephone Laboratory in 1884. From an old wood engraving published in the "Scientific American"

Winning nature's secrets

Every day that passes records some new advance in the telephone art. Constant experiment and observation are winning new secrets of chemistry, of electricity and magnetism, and of matter. Nature's unseen quarry is yielding to the researches of the laboratory that exact scientific knowledge which is among the telephone engineer's most priceless resources. The workshop of the telephone engineer is a scientific laboratory. Here he studies and experiments with principles and laws of our physical environment and sets them to aid us in our daily lives.

Forty-nine years ago the telephone was born in a scientific laboratory—a very small laboratory, to be sure, as it

numbered in its personnel none but Bell and his assistant. As the Bell System has grown that laboratory has grown, and as the laboratory has grown the telephone has grown in efficiency, in distance covered, in numbers, in perfection. Countless are the milestones marking progress in the telephone art that have come from the laboratory.

Today the laboratory numbers among its personnel 3000 employees, more than half of whom are skilled scientists and engineers. Headed by a vice-president of the American Telephone and Telegraph Company, it is known as the Bell Telephone Laboratories, Inc., and forms an indispensable department of the Bell System.



**AMERICAN TELEPHONE AND TELEGRAPH COMPANY
AND ASSOCIATED COMPANIES**

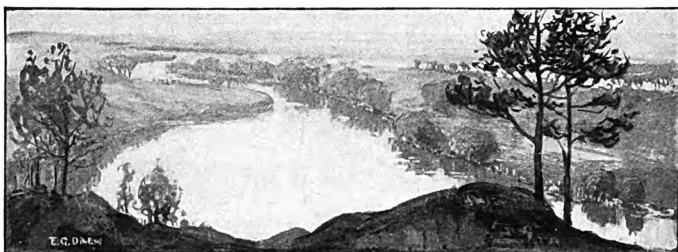
BELL SYSTEM

One Policy, One System, Universal Service

BELL TELEPHONE NEWS



JUNE 1925



Away

During dull moments of the day
Often sly, vagrant thoughts will stray
Toward the long summer holiday,
Clamoring loud—"Away, away!"
Pack up your trunks and bags and go
Where placid, smiling waters flow,
Linger where amber sunlight glows,
Wander where blooms the blushing rose.
Obey the urge afar to stray
Clamoring loud—"Away, away!"
Pack up your trunks. The passing breeze
Whispers of blue and tumbling seas—
Shadowy woods and mountain heights,
Long, golden days and moonlit nights,
Enchanting music to enhance
The lilting song and joyous dance.
Youth must be free awhile to play,
Pack up your trunks, for Time won't stay.
Obey the urge afar to stray,
Clamoring loud—"Away, away!"

—MARIA GRENSBACH

BELL TELEPHONE NEWS

Volume 14

CHICAGO, ILL., JUNE, 1925

Number 11

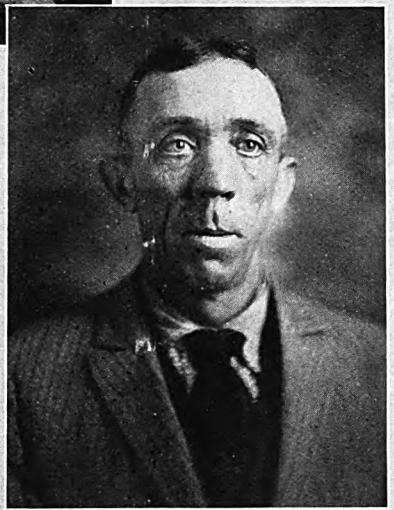
FOUR VAIL MEDALS AWARDED FOR 1924



Above
MRS. ADDIE FARRELL
Hoopeton.



Above
THOMAS J. J. MEEHAN
Chicago.



Right
JASPER M. EASLEY,
Springfield.



Left
JOHN A. CASALEGGI,
Chicago.

WITH no thought of reward but of "service first," four Illinois telephone employees distinguished themselves during the past year. They have won the Theodore N.

Vail bronze medals for 1924. Their actions strikingly illustrate the loyalty and devotion of telephone employees in their individual responsibilities in the public service. This type of loyalty and devotion is one of the finest traditions of the Bell System.

In recognition of such services, the Theodore N. Vail Memorial Fund was established four years ago in memory of the late president of the American Telephone and Telegraph Company, and as an acknowledgment of the efforts of employees to maintain the ideals of service for which he stood.

The Committee of Award of the Illinois Bell is composed of:

F. O. Hale, Vice President and General Manager, Chairman.

S. J. Larned, General Traffic Superintendent.

E. W. Stubbs, Representing Traffic Employees.

F. Redmund, General Plant Superintendent.

M. H. Fox, Representing Plant Employees.

A. R. Bone, General Commercial Superintendent.

Miss M. T. Reuse, Traffic Personnel Supervisor.
H. W. Bang, Secretary.

Under the terms of the Vail Memorial Fund, bronze medals are awarded each year by committees, representing each of the associated companies, for acts of noteworthy public service.

Sixteen other cases, all reflecting credit on the employees involved, were considered, but, in the opinion of the committee, did not come within the scope of the award.

The citations are as follows:

Mrs. Addie Farrell
Night Operator

Hoopeton Telephone Company, Hoopeton, Ill.

For initiative and prompt action in an emergency. On November 16, 1923, about 2:30 a. m., while she was on duty alone at the Hoopeton office, a majority of the call signals on the switchboard became permanent. Realizing that something very unusual was happening, she rang the town fire bell, which was operated from a switch in the exchange office, thus summoning the police and a number of the citizens.

Investigation showed that a band of eight or nine criminals had cut three cables near the exchange building, and had been frightened away by the sounding of the fire bell.

By her initiative, presence of mind and prompt action she averted what might have resulted in extensive depredations.

Thomas J. J. Meehan
Foreman

Illinois Bell Telephone Company, Chicago, Ill.

For initiative, courage and prompt action in stopping a runaway team.

On June 16, 1924, at 5:15 p. m., while he was riding home in an automobile with five fellow employees a team started to run away at Archer and Ashland Avenues, Chicago, Ill., breaking the reins and throwing the driver to the pavement. A number of unsuccessful attempts were made to stop the team by driving the automobile in front of the horses. Realizing the danger to many children in the street he jumped out of the automobile and stopped the runaway team by grabbing one of the horses by the nose and throat.

His courage, initiative and prompt action doubtless prevented injury to a number of children and property damage.

Jasper M. Easley
Combination Man

*Illinois Bell Telephone Company,
Springfield, Ill.*

For courage, initiative and proficiency in first-aid, resulting in the saving of a human life.

On July 4, 1924, while clearing a case of trouble at Springfield his fellow workman came in contact with a power lead on a twenty-foot pole and was rendered unconscious. Although handicapped by an injured hand he quickly ascended the pole, released the man from the contact, carried him to the ground and applied artificial respiration until he regained consciousness.

His initiative, courage and prompt application of first-aid methods doubtless resulted in the saving of a human life.

John A. Casaleggi
Delivery Man

Illinois Bell Telephone Company, Chicago, Ill.

For courage and prompt and efficient action in rescuing a fellow employee from a gas filled manhole.

On December 29, 1924, at 7:30 a. m., at Wood Street and Jackson Boulevard, Chicago, Ill., he went to the manhole opening to receive some supplies and saw the cable splicer's helper lying unconscious on the floor of the vault.

Without regard for personal danger he jumped into the manhole and passed the unconscious man to his helper who was awaiting on the street to receive him. After applying first-aid methods without success, he sent the unconscious man to the County Hospital in a taxicab in care of his helper.

With the care received at the hospital the patient recovered. By this action he saved the life of a fellow employee.

Radio Station Commends Telephone Service

FOLLOWING is an article which appeared in a recent issue of *Trianon Topics*, a publication issued by the Trianon Ball Room where radio station W M B B is located.

"The fine telephone service which enthusiastic radio fans are receiving at Trianon Broadcasting Station W M B B is directly responsible to Superintendent Arthur Bates of the P. B. X. Installation Department, Illinois Bell Telephone Company and his corps of efficient co-workers, A. Kahn, J. Clark, L. Vranek and Mr. Mitchell.

"Recognizing the necessity of immediately installing a switchboard and desiring to assist their former colleague, William Sammons, who is now chief electrician at the Trianon, these men worked night and day to provide telephone facilities that would adequately take care of the flood of calls received in response to the excellent programs which W M B B is already noted for.

"These men strung over 1,000 feet of cable, put in some fifteen lines to Station W M B B in addition to stringing wires between the Woodlawn Theatre and Trianon in order that the Woodlawn Concert Orchestra, under the direction of Armin F. Hand, and the famous Woodlawn organ might be broadcast for the enjoyment of radio fans.

"Radio fans owe a standing vote of thanks to these efficient employees of the Illinois Bell Telephone Company. Hats off to the boys."

The P. B. X. Unit is indeed proud of Dick Walsh and the men mentioned in above article.

**Former Chicago Telephone Man
Made General Manager**

FRANK A. MONTROSE, who entered the service of the Chicago Telephone Company immediately upon being graduated from

the University of Michigan in 1906, has been made general manager of the Indiana Bell Telephone Company, of which he has been chief engineer and general superintendent of plant.

Since serving with the Chicago company Mr. Montrose has had experience with the Pacific Telephone and Telegraph Company and the Missouri and Kansas Telephone Company. During the war he became lieutenant-colonel and division signal officer of the Thirtieth Division, American Expeditionary Force.

World's Telephones Speak Many Tongues

THE telephone speaks all languages, but it generally speaks English. About seventy-four per cent of the world's telephones are in English-speaking countries. This tremendous proportion is due principally to the fact that sixty-three per cent of all the telephones in use are in the United States. Canada, however, and Great Britain, Ireland, the Union of South Africa, Australia and New Zealand swell the total of telephones over which English is the language commonly used.

German is a poor second. It is spoken over about ten per cent of the world's telephones, which are located in Germany, Austria and the German-speaking parts of Switzerland. French is the language of perhaps two and a half per cent of all the telephones in existence.

Spanish is spoken over a tremendous extent of territory including Spain, Mexico, Cuba, Porto Rico, the Philippines, Central America and South America (except Brazil and the Guianas). The Spanish-speaking peoples, however, have only about two per cent of the world's telephones.

TELEPHONE PROGRESS AND NATIONAL GROWTH

By Richard Storrs Coe

A LINER is steaming north-eastward in the Gulf Stream. The current aids the vessel's progress; but the ship moves faster than the current because she is not dependent upon it for motive power, but is driven forward also by the propellent forces which she herself generates.

There is a picture here of telephone progress and national growth. As the ship is aided by the Gulf Stream, so the advance of the telephone service is aided by the underlying current of national progress. The slow resistless impetus of growing population is one of the factors in telephone expansion; but the telephone business grows faster than the population because it is stimulated also by other forces, many of which the telephone itself augments or creates.

The extent to which, in the United States, the increase in telephones has outstripped the increase in population since the beginning of the present century is graphically illustrated in the accompanying chart. For every 100 persons in this country at the end of 1900 there are now 148 persons. But for every 100 telephones in this country at the end of 1900 there are now 1,194 telephones. While the population has increased forty-eight per cent, the telephones have increased over 1,000 per cent. Since the war the increase in the number of telephones in the United States has run as high as 873,000 in a single year.

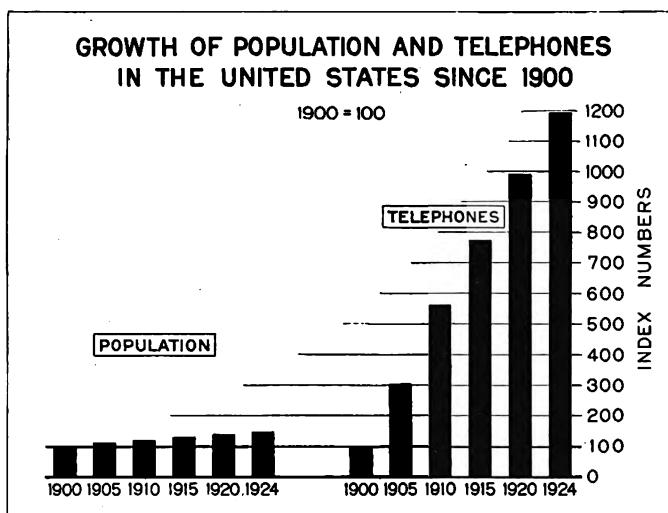
The ratio of telephones to population has thus shown a marked rise during the present century. For every 100 persons in this country there were 1.76 telephones in 1900, 8.19 in 1910, 12.51 in 1920 and 14.20 at the end of 1924. Expressed in a slightly different way, there was one telephone for every fifty-seven persons in 1900, one for every twelve persons in 1910, one for every eight persons in 1920 and one for every seven persons at the beginning of the present year.

The progress of the telephone in the United States has, therefore, not only kept pace with the growth of population—it has far surpassed it. The demand for telephone service has increased much faster than it would have done if it had been caused by the increase in population alone. As a matter of fact, growth of population is only one of a large number of interacting causes producing increased demand for telephone service.

Rising Standard of Living

National progress itself is, of course, not merely a matter of population growth. The increase in the wealth of the people, and consequently in the general standard of living, has an influence fully as direct in stimulating the demand for telephone service. The extent to which American standards of living have advanced in the last twenty-five years is a matter of common knowledge.

The telephone, to be sure, passed out of the category of luxuries years ago in the United States. In fact, it may be said without exaggeration that a residential as well as a business telephone is a practical necessity under the conditions of modern American life; although the telephone is still regarded as a luxury in many other countries.



The wider dissemination of popular education is another factor in increasing the demand for telephone service. Education is becoming more and more generally diffused throughout this country. Already this fact has played its part in making practically the whole population, aside from infants in arms, potential users of telephone service, at least on occasion.

Doing Business By Telephone

In many ways the far-flung ramifications of modern commercial and industrial organizations augment the demand for telephone service. Branch offices are kept in touch with headquarters by telephone. Salesmen solicit

orders or report to their chiefs by long-distance. The activities of the producing and distributing departments of the business are coördinated by wire. Conferences are avoided; traveling expenses are saved. Above all, the tempo of the whole organism is accelerated and executive control is rendered dynamic by immediate communication with every element of the business.

Even in this connection, however, communication must not be conceived in the limited sense of an internal system joining together the component parts of a single enterprise, however extensive. The telephone, of course, serves a much larger purpose as an instrumentality of intercommunication among the multifarious organizations and individuals having business with one another. In this connection the telephone itself adds to the business which is transacted by means of it. Telephoning increases business; business increases telephoning. The American housewife is becoming more and more accustomed to doing her shopping by this means. Progressive merchants everywhere are catering to the "telephone trade." Department stores employ large numbers of operators merely to handle this class of business.

Modern Telephone Traffic and What It Means

In other lines, such as banking and insurance, for example, the volume of business transacted by telephone has reached enormous proportions. Some of the large banks and insurance companies in the financial centers have private branch exchanges capable of handling the entire telephone traffic of a good sized town. In New York, for example, one large bank has a private branch exchange with twenty positions, capable of serving 2,000 telephones. An insurance company in the same city has an eleven-position switchboard to handle the traffic of its 963 telephones. A single hotel has 2,307 telephones and a switchboard of thirty positions.

Such a volume of telephone business as is handled by these very large private branch exchanges could never have been built up had the general telephone system of the country not attained a development which is unique among the wire systems of the world. The extent of the use made of the telephone in the United States is the best evidence of the satisfactory quality of the service given. A comparative study of telephone traffic in various countries shows the approximate total number of telephone conversations in a recent year to have been 662,624,000 in France, 815,095,000 in Great Britain and 309,595,000 in Italy, as compared

with 19,000,000,000 completed calls in the United States. Reducing these figures to a per capita basis, we find that the American telephones ten times as often as the Frenchman, nine times as often as the Englishman and twenty-two times as often as the Italian.

The American people have acquired the "telephone habit" principally because they have had a telephone service so efficient as to make the habit an extremely useful one. The stimulus, however, has been reciprocal. The demand for telephone service, the ever increasing volume of telephone traffic, have exerted a potent influence for the improvement of telephone technique and for the continual expansion of telephone facilities. Again, the extension of the service has stimulated the demand for it. The telephone system, like the banyan tree, sends out branches which take root, so to speak, in fertile soil and become the trunks from which new branches are in turn put forth. The telephone, however, has been consciously guided in its growth. It has been tended and fostered, the soil has been prepared for it, and only by intensive and unremitting effort has it been developed into the mighty organism that it is to-day.

Commercial Enterprise As a Factor in Telephone Growth

After all due allowance has been made for the high standard of living, the mobility and the progressiveness of the American people, the fact remains that the telephone has made a much greater advance under the commercial stimulus of private enterprise in this country than it has under government ownership abroad, despite the short distances and highly industrialized populations in certain European countries.

It was this commercial spirit, reinforced by genuine motives of public service, that evolved from Bell's crude model the amazingly complicated telephone system of to-day, that carried that system to every city and town in the United States, that spanned the continent with its wires, and linked up this country with Cuba and Canada in a system of intercommunication such

as the world had never seen.

Like the steamer in the Gulf Stream, the telephone system is aided by the favoring current of national progress, but its own propellent forces drive it ahead faster than the flow of the underlying current on which it rides so buoyantly.

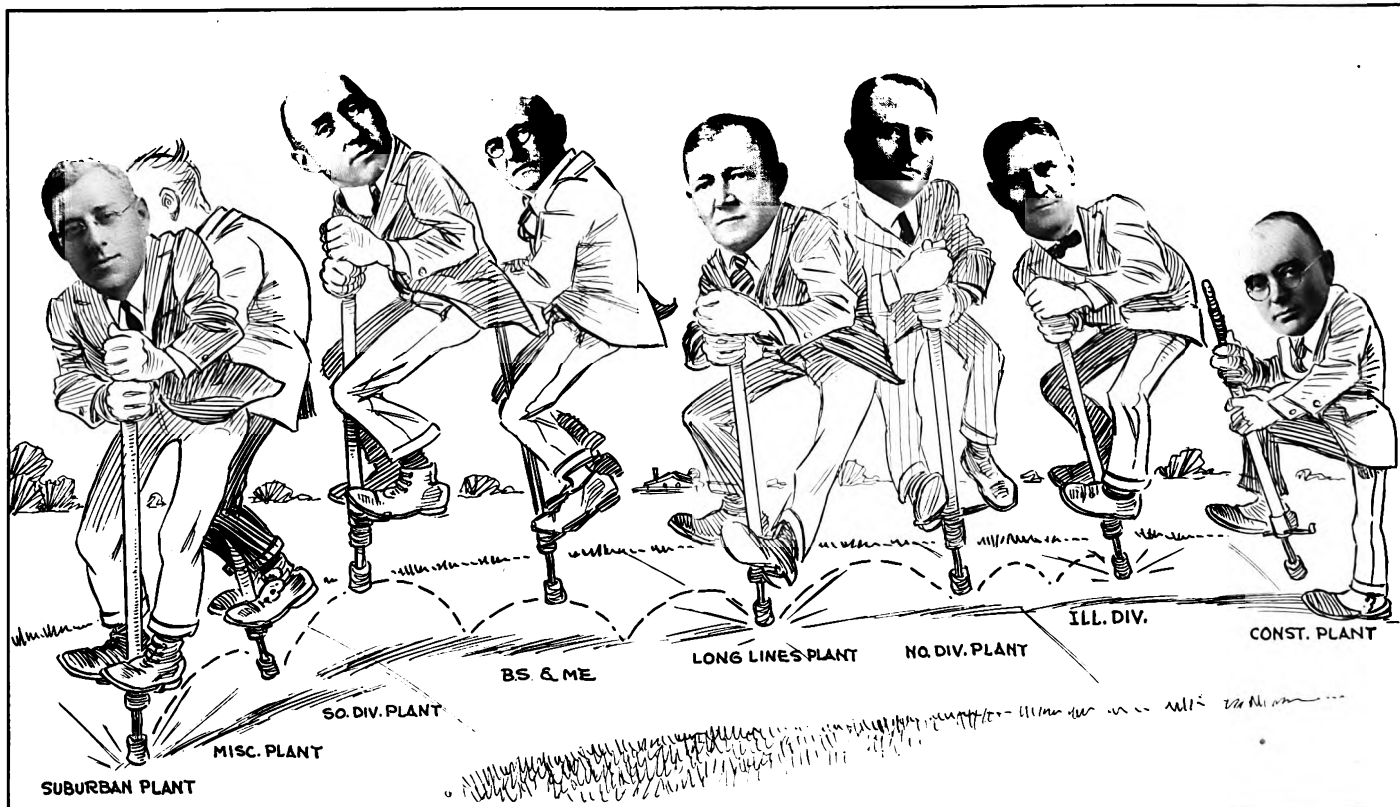
Use Permalloy in New Cable

THE Pacific Cable Board has closed contracts for the manufacture of a new submarine cable to be laid in the Pacific Ocean from Victoria, Canada, to Suva, capital of the Fiji Islands. The southern section of this cable, running from Fanning Island to Suva, will be manufactured by Siemens Brothers & Company, Ltd., of London, and inductively loaded with permalloy, the newly discovered magnetic alloy.

Permalloy, the most highly magnetic substance known, is an alloy of nickel and iron developed by the Western Electric Company and first employed in the New York-Azores cable laid last year. With this six automatic printing machines are simultaneously used at each end of the line to record the messages as they come over the cable. The new permalloy cable is transmitting 1,600 words a minute as against 200 words possible in old style cables.

Two other important cable projects will make use of permalloy. The Western Union Telegraph Company has contracted with the Telegraph Construction and Maintenance Company, Ltd., of London, for the manufacture of two cables, one of which will be laid from Penzance, England, to Bay Roberts, Newfoundland, where it will connect with the second, to be laid from that point to New York. It is estimated by cable experts that this cable will have a traffic carrying capacity of 100,000,000 words a year.

German engineers are now in the United States making investigations which are expected to lead to the laying of a permalloy cable from the Azores to Emden, Germany. This will link with the cable laid last year from New York to the Azores, and furnish the first direct route to Germany since the war.



THIS POGO RACE SHOWS THE RELATIVE STANDING OF THE DIVISIONS OF THE PLANT DEPARTMENT IN THE ACCIDENT PREVENTION RACE.

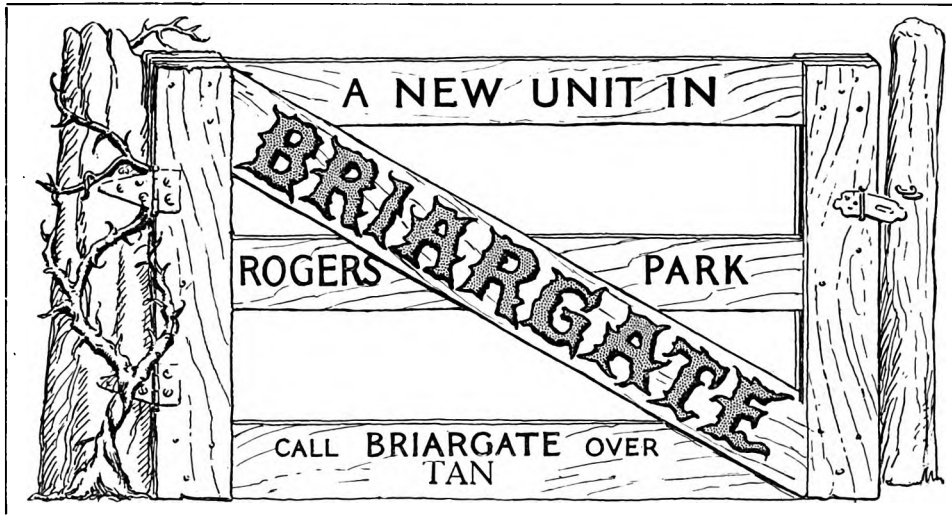
NOVEL REMINDERS OF NEW CHICAGO PREFIXES

IN a city the size of Chicago with its rapidly increasing telephone development, it is necessary to open up additional "B" board units frequently. Each new unit requires a name and so our list of Chicago prefixes grows steadily. On the first of this year there were seventy-nine prefixes working and it was planned to add eleven more prefixes during the current year.

When a new unit is opened it generally grows rather slowly and it is some time before there are many calls for it. This results in that an operator who is told to-day that a new prefix is opened in an office may not handle a call for that prefix for several days or several weeks. Under that plan of instruction on prefixes the operator might not readily remember the prefix when she receives her first call for it. Frequently in the past this resulted in subscribers' complaints.

The 1925 program of eleven new prefixes presented a very serious problem in instruction and brought about a new and novel method of supplemental instruction. On the day that a new prefix is installed small cards are posted at the operators' position of all "A" boards as well as on the office bulletin boards. These notices are printed in attractive designs on colored cards and in addition to carrying the announcement of the new name, its location and proper routing, they also have some striking illustration which is readily associated with the new name.

The cards are left on the positions for several days and it has proven that this method of instruction is an effective way in stamping the new name indelibly on the minds of the operators. New prefixes opened since the first of this year are



Briargate, Mohawk, Hemlock and Longbeach. The prefix Michigan will be added in about thirty days.

Let's Go Swimming
By the Accident Prevention Committee

YES, that's a fine place to go, but we might have a better time if we practice safety and become familiar

with first aid and resuscitation from shock before we start.

Every summer sees hundreds of persons added to the drowned list at the beaches on the rivers and lakes. From all accounts, many lives have been saved by persons who understand the prone pressure method of resuscitation, and no doubt, many lives have been lost because no one in the crowd possessed knowledge of this useful but simple art.

This period of the year is again at hand, and we can expect more of these cases of drowning, and, who can tell, you may be the one called upon for aid. If you are, will you be able to answer that call satisfactorily? Quite a number employees

could readily answer in the affirmative, but to you who have not yet availed yourself of the privilege of joining one of the first aid classes, let us say, learn this art now.

We also give you below a few suggestions on the subject of swimming:

Don't swim if you have heart trouble.

Never go in swimming alone.

Don't swim if overheated or tired.

Don't swim on a full stomach—wait at least two hours after eating.

Don't swim until exhausted. Rest on your back and then swim ashore.

Dive only where you have accurate knowledge of the depth of the water.

MOHAWK

IS A NEW UNIT IN LINCOLN OFFICE.

YOU MAY NOT RECEIVE
CALLS FOR MOHAWK TODAY

nor for several days, so be
Sure to Remember Mohawk For Future Use

Calls for MOHAWK should
be Routed over Call Circuit
"MOH"

HEMlock

is a New Unit in Prospect Office.

It will be a "Slow Grower."
Therefore few calls for HEMlock at first.

Make a mental note of HEMlock for future use

Call HEMlock over
HEM Call Circuit

THE AMERICAN LEGION

For God and country, we associate ourselves together for the following purposes: To uphold and defend the Constitution of the United States of America; to maintain law and order; to foster and perpetuate a one hundred percent Americanism; to preserve the memories and incidents of our association in the Great War; to inculcate a sense of individual obligation to the community, state and nation; to combat the autocracy of both the classes and the masses; to make right the master of might; to promote peace and good will on earth; to safeguard and transmit to posterity the principles of justice, freedom and democracy; to consecrate and sanctify our comradeship by our devotion to mutual helpfulness.—Preamble to Constitution of The American Legion.

THE American Legion was organized in Paris, France, shortly after the armistice; it was chartered by the Congress of the United States on September 16, 1919, and has since grown to an organization of more than 11,000 posts, located in practically every city and town in the nation, with a membership of over 750,000. In addition, there is the American Legion Auxiliary with 6,400 units and a membership exceeding 200,000 women.

The Legion is a service organization primarily designed to care for ex-service men and their families. Its largest endeavors during the six years of its existence have had to do with the disabled veterans, especially with regard to their hospitalization.

The public generally probably does not realize the extent of disability of its ex-service men. Without going into extensive statistical detail, it will serve as an example to point out that on January 1, 1925, there were over 1,000 insane veterans in Illinois hospitals alone and additional patients were coming in at the rate of fourteen a week. This influx of additional patients has overtaxed hospital facilities; there is not now room in our hospitals to care for all of the insane. The same situation is true of all other forms of disability, the blind, the consumptive, the gassed, the crippled, etc. The Legion has been and still is fighting before legislatures and congress for additional hospital facilities.

Among other problems confronting the organization are:

1. Securing compensation and livelihood for the disabled veteran who cannot support himself, involving a great mass of intricate detail work in adjusting and pressing individual claims.
2. The providing of an American home for the orphan of every man who fell in the nation's service. "A Home for Every Homeless Child of a Veteran" is the basis of the American Legion's Child Welfare Program.
3. Assisting the unfortunates to again take their place in society on a self-supporting basis (the Legion maintains employment bureaus in many of the large cities).
4. Americanization. The Legion believes firmly in Americanization and is preaching that doctrine extensively, especially among the young children in our schools; it believes that once the true meaning of the privileges of our government are understood, that understanding will ultimately eradicate radicalism.
5. The organization of public relief in time of need. In the recent catastrophe in southern Illinois, the Legion was the first organization to reach the stricken area with relief supplies, money and men.

At the present time the American Legion is engaged in an extensive campaign for a \$5,000,000 endowment fund, half the income from which is to be used for rehabilitation of the disabled and insane and half for child welfare.

The Legion believes that it has and is exercising a power for good which is just beginning to be understood by the public.

Thanks Operators for Service at Fire

THE country home of John Yackley, west of Lisle, was destroyed by fire last Sunday night at about six o'clock and the contents either burned or were badly damaged. The coöperation of the telephone operators and neighbors in this time of need is gratefully acknowledged and deeply appreciated.—*Naperville Clarion*, May 7.

Stock Race in Traffic Office

F. A. MITCHELL and Miss Emma Samuel in the office of the supervisor of traffic quarters have been running a race in selling A. T. & T. stock. They have both been deter-



FRANK A. MITCHELL



MISS EMMA SAMUEL

mined to win. So far this year Miss Samuel has obtained thirty applicants, selling 105 shares, and Mr. Mitchell twenty-seven applicants, selling eighty-two shares.

Vacation in the Rocky Mountains

BLUEBIRD cottage at Boulder, Colo.,—founded in 1911—is held in trust as a permanent home for self-supporting women of Chicago. Its purpose—the promotion of good health, rest and the inspiration given by mountain altitudes and beautiful scenery. In 1921 a new unit was acquired, being the old hotel at Gold Hill, twelve miles away in the mountains, with twenty-two comfortable rooms, and renamed Bluebird Lodge. It is reached by a daily motor stage from Boulder through one of the most beautiful canyons in Colorado. Views of Bluebird cottage and the surrounding country have, from time to time during the vacation months of the year, appeared in the BELL TELEPHONE NEWS.

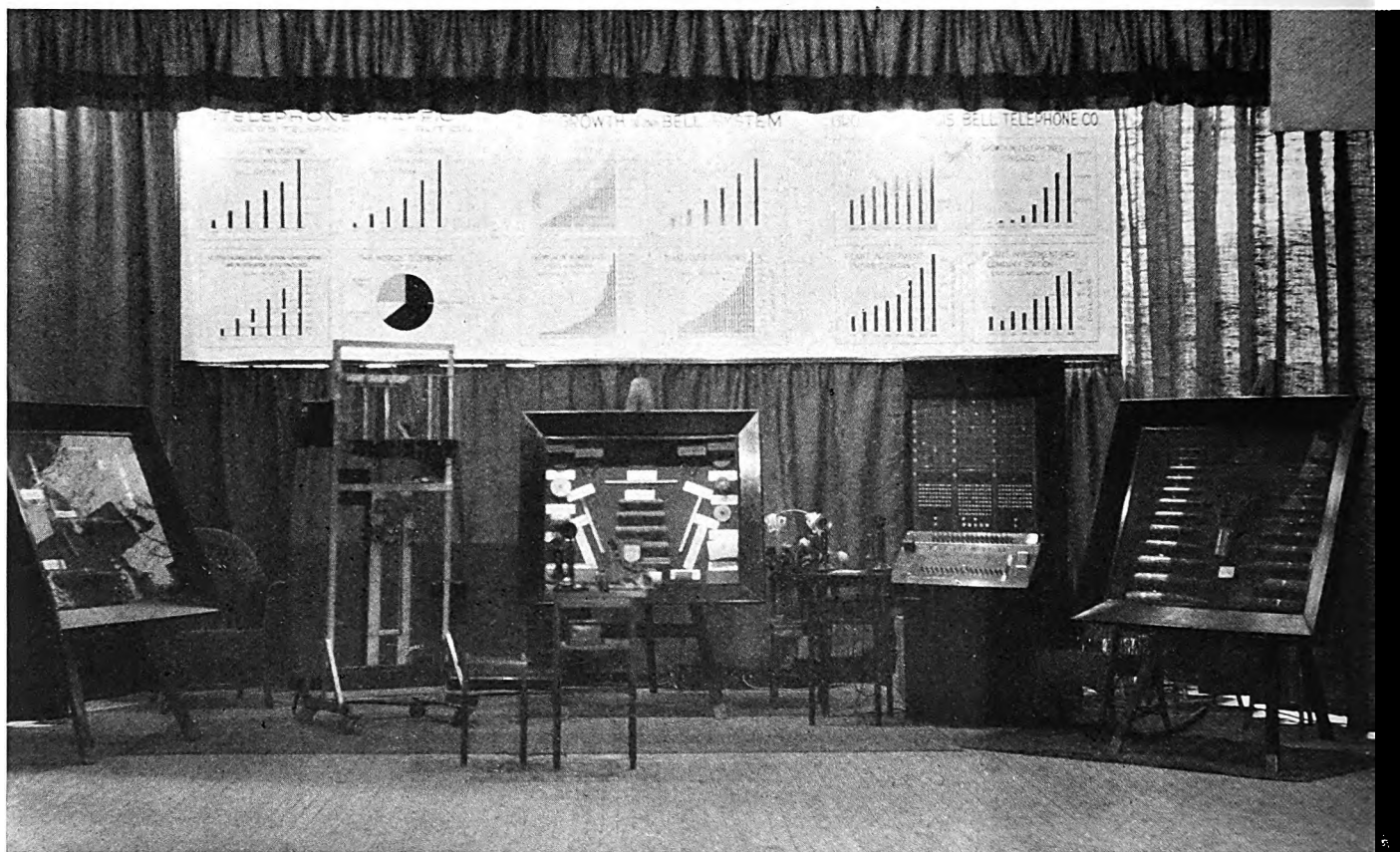
Last year 300 young women enjoyed their summer outing here in the mountains. A good table, beautiful views and many charming excursions, add to the happiness of guests. Board is furnished at cost. Nearly all rooms are single rooms. There is also a camp for those who find recreation close to nature's heart.

Those wishing to spend two weeks or more at the cottage or the camp must register at 1515 Capitol Building (formerly Masonic Temple), Chicago.

Further information may be obtained from Mrs. M. T. Dewhurst, OFF icial 9300, Extension 910.

Building "Tower of Speech" for Lower New York

HOUSING under its roof more telephone equipment than is found in some entire European countries, and sufficient to supply the service needs of a city the size of Cincinnati, the new building of the New York Telephone Company which is now being constructed will contain six local central offices to serve downtown Manhattan and one central office for toll traffic, making it the largest and most complex switching exchange center in the world.



TELEPHONE COMPANY BOOTH AT THE PUBLIC UTILITY EXHIBIT HELD BY THE UNIVERSITY OF ILLINOIS, CHAMPAIGN

Champaign-Urbana Exhibit Attracts Large Crowd

THE University of Illinois, Urbana, set aside the week of May 4 to 9 for a general public utilities exhibition to be held in the Gymnasium Annex on the university campus.

The exhibit of the Illinois Bell Telephone Company, occupied a space of more than thirty feet by twelve feet, donated by the university, and included an A-B manual demonstration switchboard; complete demonstration of machine-switching step-by-step equipment and three displays of cable, cable splicing and materials in connection therewith. Graphs of statistics showed the evolution and progress of the telephone industry.

More than 300 demonstrations were given to over 6,000 university students and visitors during the week, by Mrs. Elizabeth Stubbs and Mrs. Bessie Cummins of the Traffic Department of Champaign and Myron Huls, Plant Department instructor.

During the evening a ninety-minute moving picture program entertained the visitors. Over thirty short talks were made dealing with all phases of the business during the week. The moving picture entertainment included such pictures as "The Weavers of Speech," "Turning Out Telephones," "Cable Construction," "Spirit of Service" and "Electrical Transmission."

Students and visitors received over 4,000 copies of the "Magic of Communication." Recipients could be seen reading the story and afterwards carefully preserving the booklet for further reference.

H. F. Crunden of Chicago was in charge of the exhibit and lectured at the movies.

The wolf at the door has started many a man climbing.--
Forbes Magazine.

Who Was First Woman to Hold Operator's Job?

JUST who was the first girl telephone operator?

The recent death in Hartford, Conn., of Mrs. John Wick, who as Miss Ursilla Kinsey was one of the early telephone operators in Ohio, again calls attention to this question which has been asked so many times by telephone officials and other persons. When the telephone first came into being almost half a century ago and the first telephone exchanges were constructed early in the year 1877, boys were employed as operators. It was not long before girls took their places. There have been many claimants to the honor of being the first girl so employed, the mother of the "Hello Girl" of to-day.

The honor of being the first girl telephone operator probably belongs to Emma M. Nutt, who, on September 1, 1878, became an operator in the Boston Exchange. She remained in the service for nearly forty years. New York's first public exchange girl telephone operator was Miss Mary Beatrice Kennedy, who entered the service on September 21, 1878. She took the place of a boy who had been discharged for swearing at a subscriber.

Another pioneer among telephone operators was Mrs. Margery M. Gray, widow of Augustine Gray, who died last year at her home in Torrington, Conn. She began service as an operator in Bridgeport in March, 1879, and is said to have been the first telephone operator in the state of Connecticut. Also in March, 1879, Mrs. Beauregard Morrison commenced her duties as an operator at Little Rock, Ark., while in October of the same year Miss Mary Malloy became an operator at Muskogee, Mich., the first girl operator in the state, it is claimed.

Exercise your eye muscles and avoid automobile accidents. That is the advice given by Mr. Needles. This also applies to accidents to pedestrians.

NEW DEPARTURE IN PROMOTING PUBLIC RELATIONS

By H. E. Eldridge, Suburban Division Commercial Superintendent

Taken from a letter to the Editor of *Telephony* and reprinted from that magazine

FOR a number of years I have had a feeling that there is a real field for experienced and specially-qualified telephone girls and young women in public speaking. With this thought in mind, plans were laid to select and train a group of five such young women from our own department.

A series of employees' meetings gave our suburban commercial managers and myself an opportunity, as different commercial subjects came up and were discussed, to observe various young women in the brief talks and comments which they

made; most of the employees attending our meetings being given an opportunity to talk. These meetings contributed materially in the selection of prospective speakers for the later training.

Not having had any previous experience along this line, but feeling that properly-selected and carefully-trained girls could be made just as effective as, or more effective than, men speakers before certain audiences—particularly women's clubs, schools, mixed audiences and in some cases business men's associations—we proceeded somewhat along the following lines:

Other things being equal it was felt that, if possible to obtain them, girls with good personalities, a good education—preferably high school or better—considerable all-around telephone experience and the ability to *write and make talks*, would fill the bill admirably.

In a preliminary meeting, plans for the future were carefully explained to these five girls, each of whom was recommended by her manager. It was pointed out that considerable hard work and study would be required, that it would probably mean a sacrifice of something more than just the time which would have to be given up, and that we did not want any of the girls to go into the work unless they meant business—and unless they felt, after they had heard the proposition clearly explained, that they wanted to go into the work whole-heartedly. The girls are not the kind who would easily be "scared out," and the difficulties and probable sacrifices pointed out served only to increase their desire to participate.

As we have just finished the training originally planned, I am briefly outlining something of the program followed.

All of the young women are suburban girls and no two live in the same town or come from the same district. They are commercial employees whose everyday work brings them in close contact with the public.

One afternoon each week these girls have been coming into the Chicago office. At the start, some time was devoted at each meeting to listing and discussing words frequently mispronounced or commonly misused. Spelling tests of difficult words were given the girls and an effort was made to improve letter writing, as well.

Each week some supervisor or department head of our company would talk to the girls for perhaps thirty minutes on some



WELL-INFORMED TELEPHONE GIRLS TRAINED FOR PUBLIC SPEAKING

These young women of the Suburban Commercial Department, after three months' training, are ready to devote their personalities, abilities and experience to securing good will. They are, from left to right—Sarah Brownlee, Wilmette; Helen Bidingier, Waukegan; Lenore Conery, Aurora; Jeannette Geddes, Elgin, and Virginia McCullough, Oak Park.

special phase of telephone work, in order to broaden their all around knowledge. Then the girls, in turn, would each present a "practice talk," and at the end of each talk, their delivery, enunciation, etc., would be criticized.

The receptive attitude which all the girls have shown in accepting and profiting by criticism, has been particularly gratifying.

In addition to the talks made each week, a series of "telephone sketches" has also been put on, emphasizing "the right way for telephone employees to handle the public,"

which means, of course, without impairing our public relations.

At the very start we arranged for small groups of visitors (telephone employees), to be present when the girls made their talks, feeling that it would be best for them to learn from the beginning to talk before an audience, rather than to have to "start all over" after they had finished their preliminary training.

These guests were usually requested to fill out cards, grading the girls on material, delivery, etc., and giving their comments, especially their own impressions as to what they liked or did not like about the talks or their presentation. This was all very helpful to us in later constructive criticism.

Obviously no course in "public speaking" would be complete without expert direction in the technique, so one evening a week these same girls have been spending an hour and a half during the entire three months, under the direction of an expert, as a part of a fairly large group of young women taking a course in public speaking.

The girls have already—even before the course is finished—done some outside work as a part of their training. Some of the girls have made talks before business men's associations, following their local managers on the program, and the others have made talks before high school students, parents, women's clubs, etc., as a part of the program during telephone demonstrations.

To date, results have more than exceeded our hopes, which we must admit were high, especially in the hard and effective work which the girls have so willingly and cheerfully done and their splendid attitude in accepting and profiting by criticism.

While the preliminary training is just about finished and the practical application of what they have learned is only starting, we are encouraged to feel that the work which has been done and the proficiency attained to date, will react greatly both to the advantage of the girls themselves and to our company.

Public speaking on interesting telephone subjects by telephone women can, we are confident, be made one additional and very effective means of "securing and holding good will for our company;" in other words, this new work should assist materially in improving the public relations of "the most fascinating business in the world"—the telephone business.

Abner Ben Adams

By Cy Meyn

(With apologies to Leigh Hunt)

Abner Ben Adams, may his kind survive,
Awoke one fine day—age thirty-five—
And looked upon the inside of his purse.
What he saw there made Abner softly curse.
For after all the years he'd toiled and slaved
Not a lonesome dime had our Abner saved.
Then to his purse he made this solemn vow—
"I'll save a sum each month and fatten thou.
"Then when I get old and my labors cease,
"I can take things easy and live in peace."



From each pay check he invested a sum
In solid stocks, he got dividends from.
Then the dividends he reinvested,
And in a home became interested.
From his savings account he bought more
stock

And finally paid for his house and lot.
A pension came and his labors did cease
But Abner was ready to live in peace
For lo! The list of those that Thrift had
blessed.
Showed wise Abner's name leading all the
rest.—*Mountain States Monitor.*

A THRIFT TABLE

When you are sixty-five years of age, you will have \$5,000, \$10,000, or \$20,000 if you start NOW to save monthly the amounts shown below and invest your savings at interest compounded semi-annually.

Present Age	Monthly savings required to accumulate to indicated sums, if invested at interest compounded semi-annually at rates shown:											
	\$5,000				\$10,000				\$20,000			
	4%	5%	6%	7%	4%	5%	6%	7%	4%	5%	6%	7%
20	\$3.34	\$2.51	\$1.86	\$1.36	\$6.69	\$5.01	\$3.71	\$2.72	\$13.38	\$10.02	\$7.43	\$5.45
22	3.68	2.80	2.11	1.57	7.36	5.60	4.22	3.15	14.72	11.20	8.44	6.29
24	4.06	3.14	2.40	1.82	8.12	6.27	4.80	3.64	16.24	12.55	9.60	7.28
26	4.48	3.52	2.73	2.11	8.97	7.03	5.47	4.22	17.94	14.07	10.94	8.44
28	4.96	3.95	3.12	2.45	9.93	7.91	6.24	4.89	19.86	15.81	12.48	9.79
30	5.51	4.45	3.57	2.84	11.02	8.90	7.14	5.69	22.04	17.81	14.28	11.37
32	6.13	5.03	4.09	3.31	12.27	10.05	8.18	6.62	24.53	20.10	16.37	13.24
34	6.85	5.69	4.70	3.86	13.70	11.38	9.41	7.73	27.39	22.77	18.81	15.46
36	7.68	6.47	5.42	4.52	15.35	12.94	10.85	9.05	30.70	25.87	21.69	18.10
38	8.64	7.38	6.28	5.32	17.28	14.76	12.55	10.63	34.55	29.52	25.11	21.26
40	9.77	8.46	7.30	6.27	19.54	16.92	14.59	12.54	39.09	33.84	29.19	25.08
45	13.68	12.24	10.92	9.72	27.37	24.47	21.83	19.43	54.73	48.95	43.67	38.86
50	20.37	18.79	17.30	15.91	40.74	37.57	34.60	31.82	81.49	75.15	69.20	63.65

If at the age of sixty-five you have accumulated any of these sums, it will, if you invested wisely at the following interest rates, provide for you each year thereafter, without reduction in the principal, the following amounts:

	\$5,000	\$10,000	\$20,000
At 4% interest.....	200	400	800
At 5% interest.....	250	500	1,000
At 6% interest.....	300	600	1,200
At 7% interest.....	350	700	1,400

KEEP YOUR SAVINGS AND THEY WILL HELP TO KEEP YOU

Isn't It Funny

THE other day while walking down a flight of stairs, on reaching the bottom, a sudden thought came to me that I had unconsciously grasped the handrail securely the entire way down. I reflected why I had done this, and finally came to the conclusion that the idea had been imbedded in my subconsciousness from some source. I then remembered reading in the BELL TELEPHONE NEWS, the WEEKLY SUPPLEMENT, and the safety posters, the repeated caution to be exercised in walking up and down stairs, and by heeding this caution, the thought became an automatic thing, until it developed into a habit. I have often heard it said "it pays to advertise," and I can certainly see the logic in that saying. It is a habit builder. Instead of passing over safety messages, we reflect on the good messages that are intended for our personal welfare, and if we would all give

but a little thought to the men and women who so unselfishly devote their time in the interest of humanity and cooperate with them by reading the safety bulletins and other literature, I feel sure we could all save ourselves much woe and misery.

Safety is a national enterprise and the time will soon come when it will be almost ridiculous to have an accident. I am for safety, first and last, and I say to you, "get the habit" and get in the swim of being up to date. Safety pays.—*Anonymous.*

Two Directories for All of France

THERE are so few telephone subscribers in France that only two telephone directories are published for the entire country, one covering Paris and the other covering all the rest of France.

Leased Wires Increase Business Twenty-Fold

A LETTER complaint and a \$600 loss occasioned by inability to consummate an egg deal were the factors that led to the sale by the Long Lines Chicago Commercial Office of a Morse special contract service which now runs into six figures a year.

Late in 1922 a firm of Chicago butter and egg dealers sent a letter of complaint in connection with delay in establishing a call to Kansas City. Investigation developed the fact that this call was promptly handled. It had been filed a few minutes before the Chicago Mercantile Exchange closed at 10:30 a. m. It was not established until just after the exchange closed and a sale could not be consummated. Therefore the letter.

Satisfactory explanation in connection with this complaint was made to the patron by the Traffic Department. The Chicago Commercial Department in its monthly inspection of the Chicago Long Lines Traffic complaint files noted this letter and interviewed the subscriber as a prospect for special contract service. The president of the concern was interested until he learned the cost of a Chicago-Kansas City special contract telegraph service. He explained their total telephone expense for the Chicago office was a few hundred dollars a month and the contract service would mean a four-fold increase in cost. In the discussion which followed it developed this concern had customers in St. Louis and Omaha with whom a direct wire contact would be advantageous. The interview closed with a statement to the effect that the service would be beneficial but that it was too costly to consider.

Early in 1923, about three months following the first interview, this concern contracted for a special contract telegraph service—Chicago-St. Louis-Kansas City—and employed three telegraph operators. When this service was contracted for, statement was made that a loss of \$600 on one transaction, which could have been avoided by a direct wire contact, brought home forcibly the fact that, considering all the elements and not figuring cost of communication only, a special contract telegraph service would not be costly after all.

In 1922 the concern in question had no branch offices and the original service was started to correspondents in St. Louis and Kansas City. A few months after the establishment of the service a branch office was opened in Milwaukee, following which branches were opened in Cleveland, Baltimore, Washington, New York, Newark, Boston, Kansas City, Minneapolis and St. Paul. All this was brought about by the expansion of the business by the use of special contract telegraph service.

The system now reaches ten branch offices and fifteen correspondents in twenty-four different cities. Thirty telegraph men are employed in its operation.

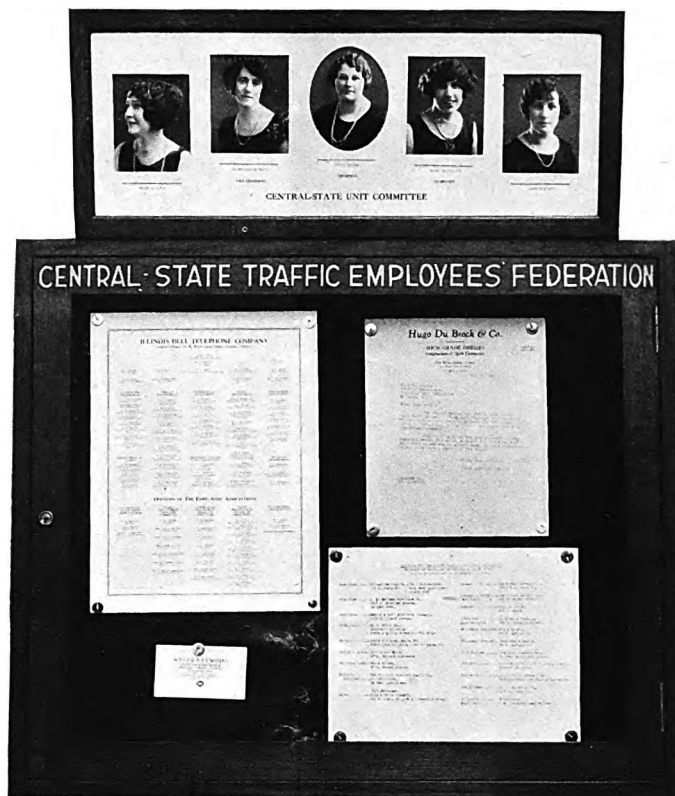
At the time this service was started, according to a statement made by the concern, they handled about five cars of butter and eggs a day on the future call. To-day this business exceeds 100 cars a day.

In 1922 this concern did a butter and egg merchandising business of \$2,000,00 annually. In 1924 this business exceeded \$40 000,000, or a twenty-fold increase in a period of two years. This growth was brought about by the expansion of the business by the use of special contract telegraph service around which the branch office and correspondent office business was developed and is a direct result of building a business through a service.

New Bulletin Boards for Operating Forces

By Eric W. Stubbs, General Chairman, Traffic Federation

THE business and social activity of any unit group of the Illinois Bell Telephone Traffic family is largely dependent on the leadership of its federation representatives. The new federation bulletin boards, designed for the exclusive use of federation notices, will prove a very practical medium of contact between



NEW TYPE OF BULLETIN BOARD IN USE BY THE TRAFFIC FEDERATION

the federation officers and the employees whom they represent. Here may be placed announcements of special commodity rates to traffic employees and notices of parties and other social activities. They also will be used for the publication of all items of interest pertaining to the work of the many sub-committees following up helpful lines of comfort, safety and development for their fellow employees.

An interesting feature in the placing of these bulletins will be the framed photographs of the unit committee members, permanently attached to the top of the bulletin board itself. As the personnel of the acting committee changes from year to year, the individual photographs of the retiring members may be removed and placed on file in a photograph album in the rest room. The faces of the new committee will then appear in their respective places over their title of chairman, vice chairman, secretary, etc.

This is the sixth year in the life of the Traffic Employees' Federation. Its usefulness to those within its fold and timely aid to those without has been generous and purposeful. The inspiration of its past success and progress will guide its course of spirit and service through 1925.

English Far Behind in Getting Telephone Habit

"WE have a long way to go," says a recent writer in the *Yorkshire Evening Post* of Leeds, England, "before we develop the private telephone habit to anything like the extent they have it in America, but," he hopefully adds, "we are progressing very steadily."

As a matter of fact, the latest comparative figures on the subject show that, in the course of a year, the English people average only about eighteen telephone calls per capita, as against 174 telephone conversations per person annually in the United States. In other words Americans use the telephone nine times as much as Englishmen.

Telephone Man Wins Prize for Designing Theatre

B. T. YOUNG of the chief engineer's office in Chicago has been awarded a prize for the design of a theatre auditorium in a competition conducted by Jacobson and Company of New York, manufacturers of architectural plastering and sculpture. A picture of the winning design is shown on this page.

The judgment was made on the basis of excellence of the design from an architectural standpoint; upon the excellence of the scheme as a decoration as a whole, and upon the presentation in perspective and other drawings.

The jury of award consisted of Harvey W. Corbett, Harry Creighton Ingalls, James Gamble Rogers, Raymond M. Hood and John Mead Howells, all prominent New York architects, the latter two being de-



B. T. YOUNG

signers of the Tribune Tower, Chicago. The prize winning designs are now on exhibition in New York.

The contest was inaugurated by Jacobson and Company for the purpose of obtaining original designs for theatres throughout the country on which they have made or expect to make estimates. Fifteen prizes were awarded, that won by Mr. Young being seventh. As a large number of designs were submitted the winning of anyone of the prizes is a very high honor and tribute to the artistic ability and skill of the designer.

Mr. Young studied architecture and art before coming into the Engineering Department of the telephone organization. He has aided in the designing of a number of Illinois Bell buildings erected in recent years.

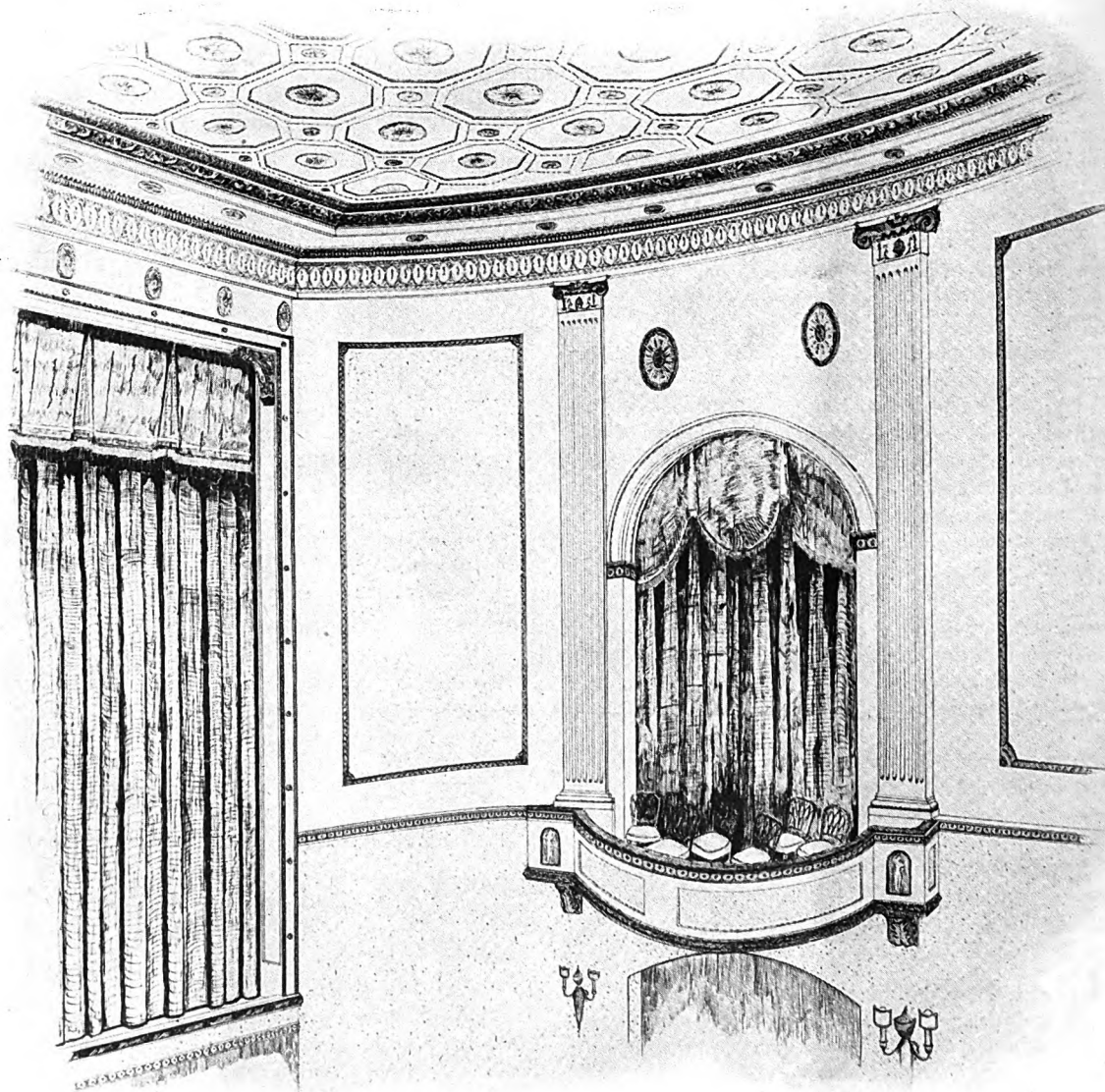
Another Month Clean

IT was 127 days to May 23 since there was a lost time accident in the Suburban Plant Department.

"Knock on wood, cross your fingers, keep up the same good accident prevention, and we will get that record sure," says L. C. Jones, division plant superintendent to his suburban employees.

"Your record for the last eight months places the Suburban Division in second place among all Bell companies.

"Let's go for the top."



INTERIOR DECORATION OF A THEATRE AUDITORIUM DRAWN BY B. T. YOUNG OF THE ENGINEERING DEPARTMENT AND FOR WHICH HE WAS AWARDED A PRIZE



SOME OF THE OAKLAND FOLKS WHO WORKED ON THE MAY MOVE RUSH

Oakland Functions 110% on May Move

On Friday, May 1, a portion of the employees who helped put over the big move at Oakland, assembled on the front porch of this beehive of telephone industry at high noon and registered for the accompanying picture.

The big move, let it be known, is the event of the year at Oakland, and during those lovely days of spring in which a large percentage of our subscribers blithely load their household goods on moving vans and transport them to their most recently discovered Perfect Flats, this office functions about 110 per cent.

On May-day itself the moving chaos comes to a focus and the employees of the Plant and Traffic Department work at high pressure all day long and till the wee hours of the next day on occasions.

Due to the nature of the district and the changes it is undergoing, it is doubtful if any area of like size in the world witnesses as many telephone moves in so short a time.

Of course, during the succeeding year, most of the Perfect Flats disclose numerous imperfections so the following spring-time develops an even larger hegira. All of this is repeated to a lesser extent in the latter days of September and early October.

We regret that the station installers were unable to reach the office in time for the picture. Had they been present it might have been necessary to take it in sections.

Calls Between United States and Cuba Increase

WHEN the famous "Message to Garcia" was delivered, means of communication in Cuba were extremely primitive and the delivery of any message over any considerable length of territory was more or less of a hazardous undertaking. To-day it is not only possible to telephone from Havana to any of the interior cities and towns in the island republic, but any point in Cuba can be reached quickly from any point in the

United States for telephone conversation.

It has been but four years since the world's largest deep-sea telephone cable, connecting Havana, Cuba and Key West, Florida, was opened by President Harding.

Since that time there has been a steady increase in the use of the cables. Although the number of messages from Cuba still exceeds somewhat the number of messages from the United States to Cuba, the tendency each year has been for the messages to Cuba to increase at the faster rate, so that if the present trend continues, telephone subscribers in the United States will soon make more telephone calls to Cuba than they receive from Cuba.

During 1924 there was an increase of about twenty-five per cent in the number of messages exchanged between this country and Cuba over the average number sent in 1922. As might be expected, the flow of business is of a somewhat seasonal nature, the average messages per representative day being much greater in February than in July.

A large part of the business is between New York City and Havana and, accordingly, a direct telephone circuit connects these two cities. Business to other points in the United States is handled through New York or is switched to other long distance lines at Jacksonville or Key West, where the two other circuits terminate. About four per cent of the messages are with points in Cuba other than Havana.

Telephone operators in Havana have to be able to understand both English and Spanish, since the requests for service may be in either language. The cables to Cuba have shown that it is possible for telephone business to be developed between countries where different languages prevail.

Messages for Cuba originate in all parts of the United States, some of the messages handled during 1924 having their origin as far west as Portland, Ore., and Seattle, Wash.

Conversation with Cuba is over the longest stretch of submarine telephone cable that had ever been put into service.

ORGANIZATION CHANGES

Accounting Department

Suburban Revenue Division

Maurice A. Dopp, from general clerk to head clerk, Subscribers' Accounts Section.

Illinois Revenue Division

William C. Schroeder, from head clerk, Subscribers' Accounts Section, Suburban Revenue Division, to head clerk, Subscribers' Accounts Section, Illinois Revenue Division.

Plant Department

Suburban Division

Methods Division

Mrs. G. E. Weaver, from clerk to supervising clerk.

Evanston District

L. A. Nottingham, from frameman, Toll Office, Chicago, to testman, Evanston.

J. A. Brewer, from Central Office, maintenance man, Evanston, to testman, Wilmette.

Illinois Division

Rockford District

J. A. Jenkins, from clerk, Moline, to supervising clerk, Rockford.

Traffic Department

Chicago

General Supervisor of Traffic

C. H. E. Arnold becomes supervisor of operating practices in charge of the preparation of local, machine switching and P. B. X. operating practices.

W. R. Houchens becomes supervisor of clerical routines involving the preparation of pay roll, commercial order and repair clerk routines.

W. N. Sherwell becomes supervisor of traffic studies and will have charge of the taking of all service observation and preparation of the summaries, the preparation of peg count summaries, force adjustment studies and employment.

D. C. Porter is appointed supervisor of traffic results. His work will consist of the analysis of performance, traffic studies, provisional estimates, traffic accounting and pay roll supervision.

C. K. Dunn, traffic accountant, will report to Mr. Porter.

E. H. Robinson, traffic supervisor, has been appointed district traffic superintendent of Lakeview District.

General Supervisor of Toll Traffic

Mrs. A. M. Livermore, chief clerk, who is on leave of absence, has been succeeded by Miss L. Hathaway, former chief stenographer.

Local Traffic Engineer

J. H. Barlow, engineering assistant, was transferred to the office of general supervisor of traffic as a traffic supervisor.

H. N. R. Carlson, traffic equipment data man, was transferred to the office of the general supervisor of traffic as a traffic supervisor.

Operators' Training Department

Mary Cokeben, from messenger to toll operator.

Alice McNulty, from messenger to ticket clerk, Rogers Park.

Myrtle Loetz, from messenger to student operator.

Division No. 1

Central

Isabelle Field, from junior supervisor to senior supervisor.

Graceland

Ruth Saaf, from operator to supervisor.

Lincoln

Gertrude Hillman, from supervisor to senior supervisor.

Frances Brenk, from supervisor to senior supervisor.

Edgewater

Lillian Tagge, from operator to supervisor.

Erna Zobott, from operator to supervisor.

Josephine Moore, from operator to supervisor.

West

Mary Cawley, from instructor to clerk.

Kedzie

Myrtle Thur, from operator to instructor in Operators' Training Department.

Austin

Agnes McNearney, from supervisor to instructor in Operators' Training Department.

Irving

Ada Johnson, from instructor to senior supervisor.

Juliet Walter, from supervisor to instructor.

Dorothy Brown, from operator to supervisor.

Lillie Weinstein, from operator to supervisor.

Isabel Flaherty, from operator to supervisor.

Irene Pod, from operator to supervisor.

Irene Fermoye, from operator to chief operators' clerk.

Anna Behrendt, from operator to order clerk.

Kildare

Jeannette Torgersen, from operator to supervisor.

Clara Hecksel, from operator to repair clerk.

Meta Kreutzer, from operator to order clerk.

Belmont

Agnes Will, from operator to repair clerk.

Humboldt Information

Julia Byrne, from operator to supervisor.

F. Rutkowski, from operator to supervisor.

Ruth Wolf, from operator to supervisor.

Division No. 2

Wabash

Viola Wilhelm, from operator to junior supervisor.

Harrison

Catherine Barrow, from supervisor to instructor.

Lavendale

Mary McGrane, from operator to junior supervisor.

Pearl Kostell, from operator to junior supervisor.

Angeline Kucera, from junior supervisor to supervisor.

Anna Meisner, from junior supervisor to supervisor.

Annabelle Kolar, from operator to junior supervisor.

Minnie Krueger, from operator to junior supervisor.

Edna Peterson, from operator to junior supervisor.

Kentwood

Alice Peacock, from junior supervisor to supervisor.

Hyde Park

Mary Madigan, from supervisor to observer.

Midway

Elizabeth Klick, from operator to junior supervisor.

Lucille Zeder, from operator to junior supervisor.

Demeris Alvarez, from junior supervisor to supervisor.

Wentworth

Florence Meyer, from operator to repair clerk.

Elizabeth Swanson, from junior supervisor to supervisor.

Division No. 3

Chicago Toll

A. O'Connell, from supervisor to instructor.

M. Allen, from senior operator to junior supervisor.

D. Jefferies, from senior operator to junior supervisor.

S. Crane, from operator to junior supervisor.

L. Scott, from supervisor to general supervisor of traffic office.

E. Quill, from stenographer to division traffic superintendent's office.

Elgin

T. Abramson, from operator to junior supervisor.

Evanston

M. Leider, from senior operator to junior supervisor.

C. Powers, from operator to junior supervisor.

M. Rohrer, from operator to junior supervisor.

Glencoe

O. Tavellie, from operator to junior supervisor.

Wilmette

L. Brautigam, from senior operator to repair clerk.

Winnetka

H. Saas, from operator to junior supervisor.

N. Bidamon, from senior operator to clerk.

Blue Island

L. Caswell, from operator to junior supervisor.

East Chicago

N. Newell, from operator to junior supervisor.

Hammond

F. Meyer, from junior supervisor to supervisor.

L. Logner, from junior supervisor to supervisor.

M. Donahue, from operator to junior supervisor.

Homewood

G. Goetzinger, from operator to junior supervisor.

Harvey

E. Turner, from operator to clerk.

Oak Park

H. McHale, from operator to junior supervisor.

E. O'Donahue, from operator to junior supervisor.

D. Williams, from junior supervisor to supervisor.

Lombard

F. Mueller, from operator to junior supervisor.

*Division No. 4**Decatur*

Susie Dawson, from operator to senior operator.

Rockford

Mrs. June Walsh, from senior operator to supervisor.

Mrs. Judith Carlson, from supervisor to clerk.

Million Dollar Sales Every Working Day

SALES of one million dollars for every working day in the year was the record total for the Western Electric Company during 1924. The new record, the highest in the fifty-five years of the Western Electric Company's history, represents in large measure a period of intensive effort by the Bell Telephone System to catch up with the continuously growing demand for telephones.

TWENTY YEARS AGO

From the *Central Union News*, June, 1905. This publication was the predecessor of the *BELL TELEPHONE NEWS*, circulating in what is now the Illinois Division, which was a part of the territory of the Central Union. The Chicago Telephone Company's publication was started in 1907 and later this also was merged into the present *BELL TELEPHONE NEWS*.

NEW Central Union Telephone Exchange at Alton was cut over May 22. A number of Illinois and general headquarters officials were present, including C. H. Rottger, division superintendent; F. A. de Peyster, assistant traffic engineer, and A. G. Kingman, service inspector.

* * *

Additional switchboard facilities are to be provided for Decatur.

* * *

A new No. 12 copper metallic circuit will shortly be put into service between La Salle and Streator.

* * *

G. G. Avery has been appointed manager at Kewaunee, succeeding H. E. Terry, resigned.

* * *

L. W. Dean has been made manager of the new exchanges at Gilman and Onarga.

* * *

H. P. Roberts has succeeded W. T. Summers as manager at Pekin.

* * *

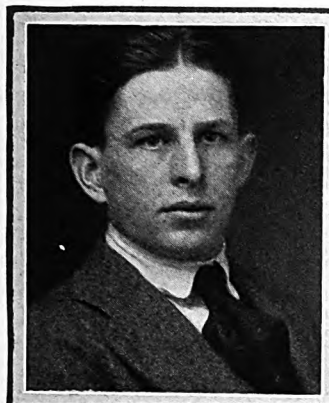
From December 31, 1904, to May 1, 1905, the American Telephone and Telegraph Company's net output of instruments was 321,804 against 253,150 for the same period last year.

Eleanor Camp Opens Soon

ELEANOR CAMP has many advantages for Chicago girls who want real rest and recreation on beautiful Lake Geneva. There are steamer excursions, swimming, boating, fishing, tramping, tennis, picnics, dancing, stunt parties—all the fun of camp life. In addition there are entertainments at the Y. M. C. A. Camp nearby and free lectures if one cares to accept the invitation to Yerkes' Observatory. And the cost is reasonable. Application blanks, train schedules and general information may be obtained at The Eleanor Association, eighteenth floor, Stevens Building, 16 North Wabash Avenue, Central 5589.



FROM A NEW PHOTOGRAPH OF CAMP ELEANOR AT LAKE GENEVA, WIS.



J. R. ABERNATHY
Station Installer, Evanston
10 Sales

TEN CLUB

New members who have made ten or more sales of A. T. & T. stock



Above—**MISS JULIA WATERS**,
Local Chief Operator, Springfield,
14 Sales.



T. T. BRELSFORD
Commercial Agent,
Champaign,
11 Sales.



Left—**WALTER WORK**,
District Installation Supervisor,
Chicago Plant Department,
10 Sales.



Right—**WILLIAM GREENE**,
Repairman, Rogers Park, Chicago,
11 Sales.

Who Benefits by the "Bell Telephone News"

FOLLOWING is a notice posted on the bulletin boards of three departments in one of our offices. To us it seemed good enough to pass along:

Who Benefits by the Bell Telephone News

The employee—Because it keeps him reminded of his opportunities that promotions are made from the ranks.

Gives him information about the business which he could obtain in no other way.

Makes him realize that he is a part of an organization that is world-wide in its scope.

Provides a medium through which to express himself and to win recognition as a thinker.

Protects him by driving home the value of thrift, safety and health.

The home—Answers questions which the family naturally want to know, and should know about the business upon which their prosperity and livelihood depend.

Awakens a desire in the children to become employees of the telephone company when they grow up. They look forward to this earnestly and eagerly.

Makes the women in the home realize their tremendous influence as silent partners in a business.

Creates confidence in the future prosperity of the company, and gives the family a feeling of security in its own plans.

Gives practical suggestions for home improvement, the practicability of which the company itself has demonstrated.

The company—Provides a medium through which the management can reach the employee and the members of the family direct.

Promotes friendly rivalry between departments and thereby reduces waste, prevents accidents and increases production.

Brings capable men to the attention of the management—men who by writing good articles prove that they can think and express themselves clearly.

Attracts skilled labor by pictures and articles showing the ideal working conditions that exist throughout the state.

Gives an authentic historical record of the progress of the business.

Other companies—Helps them to solve their problems by showing them how we solve ours.

Teaches that it pays all industries to take an active interest in bettering civic affairs and social conditions in general.

Shows that an employees' magazine is one of the best indirect publicity mediums an organization can have. It is a most effective piece of back-ground advertising.

Gives them a more intimate acquaintance with our executives and results in a freer exchange of ideas.

The public—Impresses it with the fact that where working conditions are right the product can be depended upon to be right also.

BELL TELEPHONE NEWS

Published Monthly by

ILLINOIS BELL TELEPHONE COMPANY

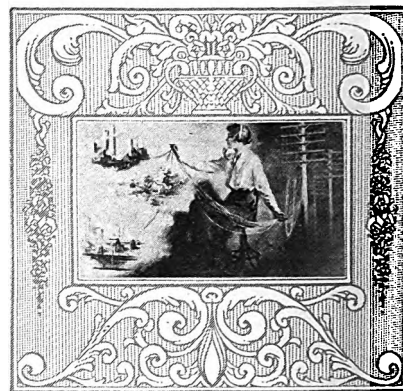


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W. O. KURTZ, Chief Engineer

Issued by the Publicity Department

BELL TELEPHONE BUILDING - CHICAGO, ILL.

SUBSCRIPTION PRICE—Two dollars a year in advance, to all persons except employees of the Illinois Bell Telephone Company.



AMORY T. IRWIN, EDITOR

EVERETT E. FRIGANZA, ASSISTANT EDITOR

Bigger Than Dividends

By Virgle S. Riley, Commercial Agent, Cairo

I WONDER how many employees of the telephone company ever take the trouble to sit down and review their past since the morning they started to work for the company?

Some have a number of years to their credit, others not so many, but in the beginning we all do, or should start with the resolution to make our mark in our particular line of work.

If we have not set our goal and do not strive to get closer to it each day, we are in the wrong line of work. We should be actually living as well as doing our work.

If I understand correctly, the company has grown to be one of the greatest organizations on earth only by obtaining and holding the good will of the public.

To gain the good will of the people they come in contact with, employees must be of a cheerful and obliging disposition, ready at all times to use the voice with a smile when adjusting the complaints and troubles of our patrons. If you have the disposition to smile and be patient when the other fellow is mad half the battle is won before it gets a good start.

We can not all hold executive positions, but in my opinion, one position is just as important in its scope as another, for without the small wheels the large machine could not run.

If you come to work each day with a grouch, because some of your personal affairs did not just go to suit you or with the intention to just "get by" until quitting time, it is a sure fact you will always remain one of the small wheels—and not even a good one.

Smile! It pays big dividends.

Knowledge

HE THAT doth not know those things which are of use for him to know is but an ignorant man, whatever he may know besides.—Tillotson.

"CALLS TO BE COMPLETED"

1. Every employee and every subscriber a stockholder.
2. Complete coöperation between every department and every person.
3. Harmonious public relations. Remember—You represent the company to the public. Be courteous.
4. Make "Accident Prevention" your slogan.

Complaints

IT WOULD be a grand and glorious idea if in this business world of ours we could perpetually escape complaints, even if to do so we had to give one hundred per cent service and one hundred per cent product one hundred per cent of the time. But alas; because we all are one hundred per cent human it is impossible to rate perfection in service satisfaction all the

time. It is just as certainly human to find fault at times, so that complaints are as much a part of a business as the commodity we handle, the service we give, and the prices we charge.

To that extent, however, that we keep the complaint item small and the satisfaction item large we will succeed or fail in our business.—The Heat Merchant of O'Gara Coal Company.

Common Sense and Happiness

NO human being ever "found" happiness. Happiness just "happens," of course. It is a gift from destiny. You cannot dig it up, pump it up, or otherwise discover it. You cannot buy it, nor make it come like a conjurer by sleight of hand. The harder you run after it, the faster it flees before you. It is like seeking the end of the rainbow. Happiness always comes to you over your shoulder. And it comes most permanently and regularly to those who are trying to make other people happy. Just help some one, give a word of appreciation to a sensitive boy or girl, cheer up a discouraged worker, amuse a child, forget all your own troubles, and, the first thing you know, happiness, the wilful jade, will steal up behind you and have her arms about your neck.—Dr. Frank Crane.

BANKS can't force people to save money any more than machinery guards can make operators careful. Saving and safety both demand that everyone does his individual part.



LAWRENCE J. BELL.
Suturban Plant Department.

MORE HONEST-TO-GOODNESS BELL
FAMILY MEMBERS

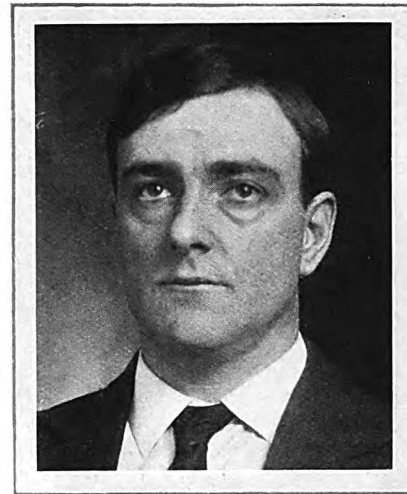
(Although not actually related)



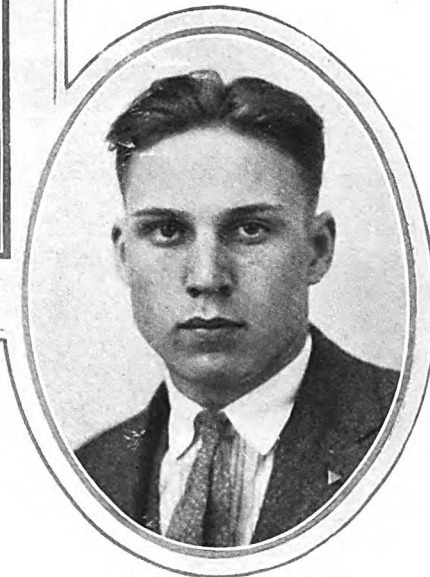
Above—GEORGE W. BELL.
Chicago Plant Department.

Left—WILLARD W. BELL.
Chicago Plant Department.

Right—WILLIAM M. BELL.
Plant Department, Lakeview
Office.



JAMES BELL,
Motor Equipment Division.



How a Foreman Cured a "Yesbutter"

A "YESBUTTER" is a person who agrees with almost any reasonable proposition you may make, and then adds a "but" clause which entirely nullifies the whole thing. He agrees, and then weasels the agreement with a statement that is partly or wholly contradictory. "Yes, it is a pleasant day—but it's too hot and muggy." "Yes, that is a good automobile—but it doesn't wear well." And so on. A "Yesbutter" is a fence-straddler, who lacks self-confidence and the courage of his convictions, or who perhaps has no convictions. He is to be found in almost every gathering of men. He agrees, readily enough, that a certain practice is dangerous, but inasmuch as nothing has yet happened to him in consequence of it, why should he worry? The only knowledge that you gain from a reply of this kind is the knowledge that the man has no realization of the danger, and that he therefore is not ready to do anything about it, except under compulsion and continual supervision.

The "Yesbutter" is one of the banes of the safety engineer.

One "Yesbutter" of this sort met his match in a foreman who was pointing out the hazard incident to following a certain practice, and who asked the workman if he did not see that there was danger of losing his fingers or his hand. The reply was "Yes, —but I am pretty handy with my *left* hand." The foreman ac-

cepted the statement with no comment beyond proposing that a test be made during the lunch hour. The workman agreed to this proposal readily enough, because it happened that he could write and throw a ball with his left hand, and do many other things that most of us can do only with our right hands. He found quite a bit of innocent amusement in picturing himself the surprise and discomfiture of the foreman when the time of trial came.

Promptly at noon, however, the foreman appeared bearing a strip of cloth about two yards long. With this he bound the man's right arm to his side, and told him the test required him to do nothing more than to wash the grime from his remaining free hand, eat his lunch, and fill and light his pipe, all without any assistance from any one else—and then to give an honest opinion as to whether or not his ability to use his left hand would compensate him for the loss of his right one. It did not take long for the man to reach a sound conclusion, and his "yesbutting" days were over so far as concerned the one particular practice that had lead to the experiment. We hope they were over in every other respect also, but of that we have some doubt, because the "yesbutting" habit is a strong one, and is not easily overcome.

A sane safety program never brings regrets; there is no shelf nor pigeonhole in it, where a "but" can properly be lodged.—*The Travelers' Standard.*

HIGHLAND, PROSPEROUS DAIRY TOWN

*Claims Heaviest Telephone Distribution of Any City in State—
Has One Station For Every Three and One-half Inhabitants.*

DOWN in Madison County, Ill., there is a little town claiming the distinction of having the heaviest telephone distribution of any city in the state. The claimant is Highland, which with a population of 2,902, reports a total of 1,075 stations, of which 250 are on farm lines. This leaves 825 receiving common battery service within the corporate limits. The city distribution thus represents one station to every three and one-half inhabitants. Can you beat it?

Highland is located thirty-two miles northeast of St. Louis, on the Pennsylvania Railroad and on Route 11 of the Illinois state road system. It is the heart of a dairy district, the prosperity of which is evidenced by the April, 1925, reports of the three local banks, the combined resources of which were \$3,264,974.

While largely a farming and dairying center, Highland is not solely dependent upon rural activities. Manufacturing industries include two shoe factories independently owned and operated, an embroidery works



A. P. MOSIMAN
President and Manager of the Highland
Telephone Company.

with a nation-wide market, a pipe organ factory, a motor truck assembly plant and brick and tile works. Incidentally Highland boasts the oldest flouring mill in Illinois. The nucleus of this industry was erected in 1834 and has been in continuous use during the intervening ninety-one years.

Highland is a city of owned homes, a fact which largely accounts for the unusual telephone distribution above alluded to. At present the city is undergoing a physical upheaval, and temporarily is not a thing of beauty, even though a joy forever. Waterworks, sewerage and white way systems are being installed simultaneously, to be followed directly with street paving, and these operations, while in progress are not conducive to artistic rhapsodies. They will, however, put the town in line with the enterprising cities of the state.

Highland boasts a Chamber of Commerce with a membership of 125. This body meets and dines every Tuesday evening and discusses civic affairs. This is a live organization and gets results. It has proven of



THESE FOLKS
HELP GIVE
GOOD SERV-
ICE AT
HIGHLAND



Above—
TEST BOARD
ROOM
Bert Virgin, Plant
Manager, seated,
and Hugo Werner,
lineman.

THE OPERATING
FORCE
Left to right, top row
—Matilda Dubach,
Cora Blattner,
Emma Friederick,
Chief Operator.
Bottom row—
Esther Hebrank,
Edna Werule,
Sophia Duncan
and Mae Schwend.



Left—The Operating
Room.

great assistance to the city council, which is non-partisan in make-up.

The Highland Telephone Company occupies the field alone in this territory. It succeeded the Farmers and Merchants Company, a Kinloch auxiliary, which had for several years run in competition with the old Central Union. In 1909 seven young local business men purchased the Farmers and Merchants property, then having eighty-eight subscribers. Of the seven original purchasers two retired, disposing of their holdings to the other five, and these constitute the stockholders to-day. Under new management the list grew rapidly, and in March, 1916, the company by purchase acquired the Central Union property. In that year, with 600 town and country stations and a dilapidated magneto equipment with which to serve them, the company went out and raised some money and invested in a No. 1 Western Electric switchboard with automatic features, rebuilt its city leads by laying four miles of underground cable, standardized its receiving sets and otherwise "blew" itself to the hurting point. These improvements were made prior to war-time increases and consequently at a material saving. It has a three-position board modernly equipped and a plant sufficiently large to meet future requirements. It operates toll lines to the neighboring villages of Grantfork and Jamestown. All new farm-line construction includes copper wire circuits. The company's growth is a reflection of the stability of the city it serves. It has been steady and consistent. At no time was any unusual effort made to enroll subscribers; no personal solicitation or bargain offers.

Much of the success of the local telephone company is due to the business acumen of its president and manager, A. P. Mosiman. For sixteen years Mr. Mosiman has been at the helm and has given unstintingly of his time and ability—often at a financial sacrifice. Backed by a board of loyal supporters he has pushed the enterprise onward and enjoys the satisfaction of knowing that in point of service the public utility under his direct charge is second to none in this section of Illinois.

Mr. Mosiman's right hand man is the plant superintendent, Bert Virgin, who started in the telephone game as a lad. He entered the employ of the company in January, 1912, and has grown up with it. He has been intrusted with the actual supervision of the plant, and that he has made a success of it is attested by long tenure and the implicit confidence placed in him by his superior.

The "queen" of the establishment is Miss Emma Friederick, chief operator. Miss Friederick came to the company in June, 1910, and has been on the job continuously since. In addition to her ability as operator and supervisor she has mastered every detail of the front office, and is as necessary a part to the plant's operation as is the switchboard itself.

The company has ever been exceptionally fortunate in the selection of employees, and the loyalty of the crew has been a source of pride to the five men composing the Highland Telephone Company.

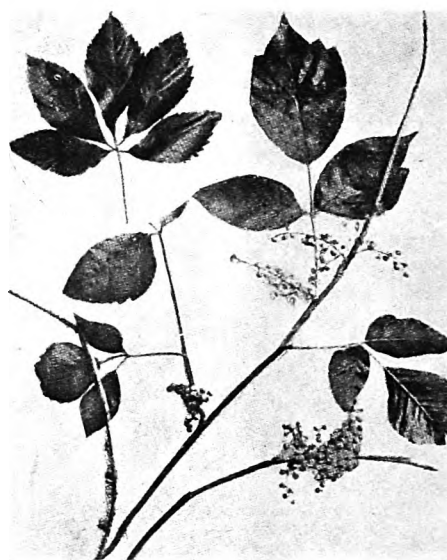
Officers and stockholders of the company are: A. P. Mosiman, president; L. O. Kuhnen, vice president; C. T. Pabst, secretary and treasurer; Michael Matter and J. N. Stokes, directors.

Vacation

By the Accident Prevention Committee

THAT period of the year is here when some folks are wont to roam the woods, to get close to Mother Nature, while others find enjoyment on the beach under a broiling sun. But, wherever you go, or whatever you do, you will do well to memorize the following things: Be careful not to acquire a severe sunburn, and learn to know poison ivy by sight.

Many persons seem to have formed the opinion that the most essential part of a vacation is a good coat of sunburn.



POISON IVY AND (INSET) VIRGINIA CREEPER

Poison ivy, which can cause you quite a lot of unpleasantness at this time of year if you have the misfortune to come in contact with it, sometimes is mistaken for Virginia creeper, with disastrous effects on the mistaken party. The photographs show the difference in the two—poison ivy is the spray with leaves in clusters of three, while Virginia creeper (in the inset) has leaves growing in clumps of five.

One thing sure, we must admit it is positive proof of a holiday, but, obtaining this mulatto coat has its drawbacks—yes, we might even say toll, for oftentimes it is accompanied by blisters which break open the doors for our little "friends" the blood poison and infection germs. So be careful when you decide to change your Saxon type to that of the mulatto, lest you overdo the thing.

A good remedy for sunburn is the ointment put out by the company known as Telephone Ointment and which can be purchased from the company. The application of a good paste made from bicarbonate of soda (baking soda) is also effective.

The next and even worse enemy of the vacationist is poison ivy. It is a vine or trailing shrub whose stem often rises to a great height upon trees, rocks and other objects, to which it adheres by strong rooting fibers. In fact, poison ivy grows almost anywhere as it adapts itself to practically any soil condition.

Don't confuse poison ivy with the harmless Virginia creeper. Poison ivy always has three leaves—two of which are opposite and which have short stalks, the third or middle leaf has a longer stalk. The Virginia creeper grows in clusters of five leaves. In the autumn, the poison ivy vine has whitish waxy berries which somewhat resemble mistletoe berries, and the leaflets are beautifully colored in shades of scarlet and orange.

When gathering colored leaves in the autumn, avoid any which grow in clusters of three, and at all seasons, when in the country, avoid any climbing vine or plant which has pointed leaves growing in clusters of three. If contact is known to have been made with this plant, wash the skin thoroughly in soap and water as soon as possible—make a heavy lather and wash five minutes—rinse four or five times—use running water, or change water for each rinsing. Do not scrub or use a brush.

The above photograph well illustrates the difference between the poison ivy leaflet and the Virginia creeper.

King's Fiat Stills All Telephones But His Own

WHEN the king telephones, let all other instruments be dumb! That's the rule in Mecca, where King Hussein of Hedjaz has had a telephone system installed, says a recent article in the New Zealand Herald.

The rule is effectively enforced by an automatic device which instantly disconnects all other telephones whenever the receiver is lifted from the king's instrument. As long as King Hussein's telephone is in use, no other telephone can be used in Mecca, save only the one with which the king is talking.

A FEW FLOWERS RECEIVED IN MAY

NO matter where they rest, in the humble or pretentious home, a few flowers lend brightness to that home. They may repose on the window sill of a modest cottage or they may drop over the side of a lustre vase on a rich mahogany table. Wherever they may be they seem to make the home a bit more pleasant and those who dwell therein a bit happier.

So it is with the Bell family. When a job is well done or the service given a subscriber is just a little better than the best and the subscriber takes the time and trouble to send along a good word of commendation, his or her efforts are appreciated just as much as if a friend were to bring flowers as a gift for the family living room. These "flowers" come in the form of letters many times and so that all the Bell family may enjoy them we are presenting a "bouquet" made up of some which were received during the past month.

"I wish to commend the good work of two of your repairmen," says a letter from William H. Schewe, cashier of the State National Bank of Franklin Park, "whose names are Frank Lawson and Robert M. Christy. Saturday morning at about ten o'clock the fire whistles blew at Franklin Park and at the time I arrived at the building that was on fire your men had already connected a hose from the basement to the second floor and were helping wonderfully in putting out this fire."

From Stanley G. Cutler, secretary, Olney J. Dean and Company, comes this letter: "We wish to thank you for the prompt and efficient service given us in getting our equipment moved and installed without any serious interruption in our service."

"We wish to especially commend the efforts of E. W. Ferguson and P. R. McElroy, who are on the job and who gave us the most courteous attention at all times."

Beside Messrs. Ferguson and McElroy, P. B. X. installers, mentioned in the letter, D. T. O'Keefe, P. B. X. foreman was also responsible for this fine job.

J. E. Bell of the Midwest Freight Traffic Service Bureau, Inc., in a recent letter tells of another fine installation job. He writes: "In accordance with our request of February 26 our telephone facilities and service were transferred from Room 928, Postal Telegraph Building to Room 724, 166 West Jackson Boulevard, on the 28th ult. This transfer was made without any interference to our clientele, to whom telephone service with us is a very important matter. The installation of equipment at the new location was likewise promptly made and with as little interference and annoyance as possible by E. W. Smith."

"In addition to the promptness and absence of interference, we were accorded the most considerate treatment by Mr. Smith while engaged in this work, and we cannot leave the opportunity pass without calling it to your attention. On a previous move nearly two years ago, we experienced considerable delay, and we are so appreciative of the manner in which this recent change was made, that we want to repeat that it is a pleasure for us to give a little praise where it is due."

Mr. Smith is a P. B. X. installer.

"I wish to thank you for your effort in having a man remove the location of my 'phone at the time I wanted it done," says Madame Claire Marguerite in a letter telling of the good work done by N. Hawkinson, station installer in coöperation with the dispatching people.

She continues, "I appreciate your trying to oblige me by doing so because being in business I could not be home at any other time.



The job was done neatly and quickly."

R. B. Holmes, assistant general passenger agent of The Michigan Central Railroad Company has written in part to A. G. Francis, subscribers' agent for railroads and transportation as follows: "Referring to previous correspondence regarding installation of new equipment in our Consolidated Ticket Office, I presume you understand that it has now been installed, and I just wanted to say that the mechanics who did the work were very painstaking and efficient and did a most excellent job." H. F. Nelson, P. B. X. installer, and J. F. Steskal, helper, did this excellent job.

George P. Edmonds of the G. & W. Electric Specialty Company has written to express his appreciation and that of his concern of the way in which the moving of their telephone was handled when the electric company's factory was moved. He says in part, "The courtesy and efficiency of Mr. Gleason, who handled the inside installation work, and his men, has been most pleasing."

The men who worked on this job include J. L. Gleason, P. B. X. installer; J. R. Nelligan, assignment clerk; J. A. Starshak, engineering assistant and G. N. Chapman, supervising clerk.

The following letter of appreciation was received from a subscriber in Springfield:

"I enjoy giving praise where praise is due. Tuesday evening of this week a large steam shovel was passing our Girls' Home out on the Clear Lake Road opposite Bergen Park and in so doing tore down our telephone wire leading into the house. This happened about 4:30 and within an hour your men had put the wires in order and we had service."

"This was very much appreciated by both Mrs. Brown and myself, and I wish you would thank the proper ones for their promptness and courtesy."

C. H. Carpenter of The Automatic Refrigerating Company tells of good toll service as follows: "I have just hung up the receiver from talking with Mr. Dayton of Kenosha, Wis., and wish to call the matter to your attention."

"We were informed that there was a new hotel going up in Kenosha and to get in touch with the Chamber of Commerce. Your operator reported that there was no Chamber of Commerce in Kenosha. We then suggested the Board of Trade, and found that there is no Board of Trade. Then the operator suggested that maybe they could look up the party for us, and we told the operator that we were looking for the Dayton Hotel, and in less than five minutes we were connected with Mr. Dayton."

"For this excellent service, rather outside your regular routine, we wish to thank you."

Miss M. Gerberding, Chicago toll operator, handled this call.

In telling of an enjoyable visit made through the Lawndale Office, Chicago, with a group of instructors and students, Allen R. Moore of the Department of Physics of the J. Sterling Morton High School, Cicero, says in part, "We were quite unaware that a telephone office could contain so many things of interest and regret that more time was not available for the visit. The high state of efficiency maintained and the polite manner of the operators certainly revealed the injustice of the popular conception of the 'telephone girl.' It is too bad the entire public cannot see behind the scenes."

R. L. Witters, president of the Toledo Plaster and Supply Company, Toledo, writes to tell of the efficient service received by Walter Stromquist of Chicago, on a recent call to Toledo. "I believe that the operator spent three hours before this call was



QUINCY TELEPHONE OFFICE TO WHICH HAS RECENTLY BEEN ADDED THE ADDITION IN THE REAR
From a standpoint of architectural beauty the Illinois Division claims that this office is second to none.

completed and I think she should be commended for her energy," he says in part. Three Long Lines operators aided in giving this subscriber the service he commends. They are Miss Ethel Nordquist, Miss Lillian Van de Veer and Miss Lois Watson.

Otto Koral, a Lakeview subscriber, recently presented "Operator 261" (Miss Genevieve Williams) with a box of candy and a note explaining that it was "for prompt and courteous service."

Mrs. Elizabeth Barsema, night chief operator at Oak Park, was commended in a letter from George G. Dunlap as follows:

"I want to let you know how I appreciate the service which I received on a long-distance call to Los Angeles last Saturday night. I made calls on two previous occasions, but was unable to get prompt service after midnight. Your chief operator at Oak Park remembered my having tried to reach my parties and voluntarily called me in the early evening of last Saturday that she would try to arrange the call as soon after midnight as possible. At five minutes after twelve she advised me that the party had moved and when I gave her another address, not knowing the phone number, in less than thirty minutes the connection was made and I talked very satisfactorily. There was no disturbance on the line and every word was heard clearly and distinctly.

"Great credit also is due the Los Angeles operator for quickly locating the parties and the service could not have been better."

Let's Put Another "Dent" in Old Man Accident

By William Elam, Line Foreman, Michigan Bell Telephone Company

THERE are as many different methods of preventing accidents as there are causes for their occurrence—and there always certainly is a cause. Most accidents are caused by men taking chances. A few are due to ignorance or lack of skill. A beginner should be instructed in the proper use of tools and

urged to be as considerate of his fellow workmen as he is of himself.

A man never should climb a pole until he knows it is perfectly safe. In setting poles, much care should be taken to place the pikes properly to eliminate danger of their falling on the men.

A man using a ladder should be very careful that it is not placed at too much of a slant, so that it will slip from under him—the cause of an accident.

A man never should try to raise or lower cable on a pole without using a pair of blocks, because the weight of the messenger and cable is likely to injure him.

When unloading poles, men should stay off the top of the car when the stakes and wire are cut, as there is danger of the poles rolling on or bucking and injuring them.

In trimming trees, we should not try to jump from one tree to another and should be careful in stepping on and holding to dead limbs.

In loading or unloading reels of cable, much care should be taken in blocking the reels, so there will be no danger of their tipping over or rolling onto a man.

A manhole guard should be placed all the way around the manhole and a red flag be placed on it to warn drivers of passing vehicles; if this is neglected more than one person may be injured.

When a man goes up a pole he cannot be too careful about dropping tools or material that might strike the man on the ground. Men working along a highway should be very careful of traffic.

One never should get off or onto a moving vehicle and should not ride on the front fender or sit on the back of the truck, with his legs hanging over, because another vehicle might run into the truck and injure him.

Two Baseball Men of Promise

ROBERT, "BOB" TABBERT is enjoying his fourth consecutive season as captain of the champion Machine Switching baseball team of Chicago. Much of the success of the team in the past can be attributed to his clever playing and resourceful leadership. As guardian of the initial sack "Bob" has few equals



WILLIAM ROWLEY



R. J. TABBERT

in any league. The hardest chances are made to look easy and he is able to snare any ball thrown or batted in his direction. In fact, the way he stretches for wild throws indicates that he and an accordion must be built along the same lines. During the 1924 season but one error was charged against him. His long distance hitting has won many a game for the Machine Switchers and his fighting spirit is evident all through the game, no matter what the score.

Bob started in telephone work in February, 1916, and for six years was employed in the toll test room, casting his lot with the machine switching forces in 1921. His title off the baseball diamond is chief switchman of the State-Central machine switching units and he enjoys the confidence and respect not only of his fellow ball players but also his co-workers.

His hobby, of course, is baseball, but he is also a lover of antiques as is evident by the type of car he drives. Riders in his car must observe strict rules, one of which is that there be no smoking. He claims it appears too much like a circus performance to drive down a crowded street with the rear seat on fire.

His generosity knows no bounds when it comes to entertaining the younger generation and he sometimes has to be restrained from giving away all the paraphernalia of the team to the youngsters in back of the grand stand.

His enthusiasm for the national pastime must be shared by his whole family as his wife has been an uncomplaining baseball widow through the past four summers and he has a bouncing baby boy which he is training to follow in his footsteps. His younger brother has also been mascot of the team the past two seasons.

The above statements can be verified any Saturday afternoon by attending a Machine Switchers' game.

Bill Rowley, starting telephone work with the Long Lines at Morrell Park in 1917, and remaining in that department since, has been active in all manner of athletic activities. After playing on the company tennis team for two years and in the company tournaments for four or five, he finally won both the singles and, paired with E. M. Knox, the doubles championship last year.

In 1920 he foresook the net team to play ball with the Roamers. Since the inception of the present Inter-Department Baseball League he has been pitching good ball for Long Lines, the team finishing second and third in the standing over the three-year period.

During the colder months you will find him on the Franklin Alleys most of the time. Last year he was a member of the Repeaters' team in the Outlaw League. This year, although not bowling with the Repeaters, he finished second in the Outlaw League individual standing as well as winning the high game and high three-game prizes. It is also understood he is known as the "Wall Eyed Pike" in the City Club, an exclusive organization of the Franklin Alleys.

When not bowling "Bill" is often found at the tank swimming around or else teaching others the art as he was vice president of the Swimming Club.

We have heard he also plays golf but have been unable to corner anyone who has seen him play, although Bill admits it.

Although Bill plans to continue with the Long Lines baseball team during the present season, he intends to defend his tennis title in the company tournament and has again signed up with the Repeaters for the 1925-26 season and will help them try for the league championship for the third time.

When the Train Goes By

By Joseph S. DeRamus

What do you see as you stand by the track,
When the train goes rumbling by;
Is it just a mass of steel and smoke,
Like a streak against the sky?

Back of the steel and the smoke and noise,
Do you see the human side,
Do you see it all as a human thing
Where the fates of mankind ride?

Do you see the countless folks who wait
For the food and clothing it brings;
Do you see it bearing unto the world
All the daily needful things?

Do you see the lover who is hurrying back
To the girl he left behind;
Do you see the youth who is leaving home
With the hope of fame to find?

Do you see the chap who has had his fling,
And is longing to be back,
Where he'll be content to spend his days
With the folks in the old home shack?

Do you see the heart downcast in gloom
When a friend is forced to leave;
And the sorrows and tears that death oft brings,
And a soul going home to grieve?

Oh, what do you see as you stand by the track,
When the train goes rumbling by;
Is it just a mass of steel and smoke
Like a streak against the sky?

—Rock Island Magazine.

Milwaukee Has More Than 1,600 Operators

AS many as 1,625 girls are employed in Milwaukee as telephone operators by the Wisconsin Telephone Company. They handle an average of half a million originating local messages each day.



Installation Group Gang No. 1131, District No. 1. Left to right—Lundy, Johnson, Olson, Brauneis, Kramer, Installers; Nielsen, Group Leader; Skafgard, Foreman.



Miss Rita Hickey, Stenographer in the office of the General Supervisor of Traffic, who was married to Thomas Dooley on April 18.



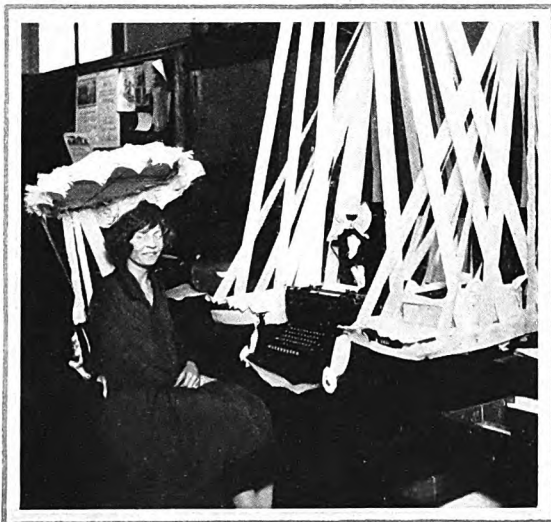
Miss Emily Uher, Lincoln Operator, and her sister.

ALONG INDIVIDUAL AND PARTY LINES

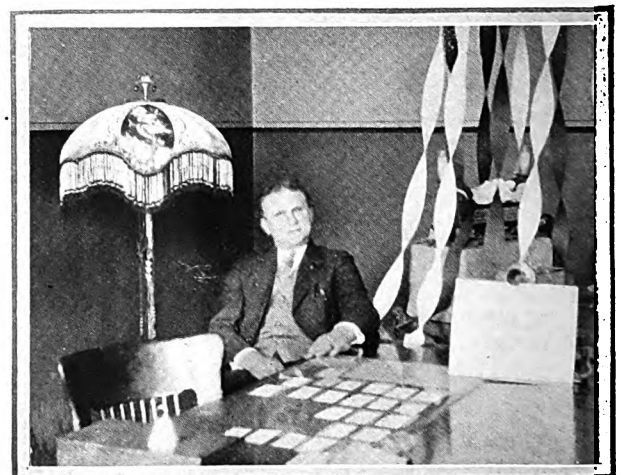
Miss Marie Scardina, Lincoln Evening Junior Supervisor, poses as "Mah Jong."



Lorraine Hettinger and Dorothy Diehl, daughter of Mrs. Marguerite Diehl, Lakeview Operator, who danced at the meeting.



Miss Hazel Polka, Long Lines Stenographer, was married on April 18 and is now Mrs. Hall.



Leo Paul, Building Shop Foreman, who was married to Mrs. Marcella Stesses on April 18.



"SAFETY. NOT SORROW." THEIR SLOGAN

Accident Prevention Committee of Wentworth Traffic.
Left to right—Standing: Jennie Corrigan, Anna Stock and Mabel Hodson. Seated: Harriet Koustasel and Lottie Covington.



HARRISON AND WABASH ACCIDENT PREVENTION COMMITTEES

Seated: Harrison girls—left to right, Bessie Sparr, Elizabeth Lynch, Abina Golden, Elizabeth Carroll and Jean Titus. Standing: Wabash girls—left to right, Margaret Steinhauer, Margaret Walsh, Debbie Galvin, Eileen Hanson and Rose Butler.

"PLEASED to meet you, folks," say the young women in the photographs, and we feel you would likewise be glad to meet them. They represent employees' safety units of the Traffic Department of Harrison, Wabash and Wentworth Offices, Chicago. They are known as the "Flying Fives," and they invariably beat Old Man Accident to it.

For efficiency in preventing accidents they are "Go-getters," for they are now getting results. They believe in, and practice accident prevention and are always alert to guard their co-workers from injury.

Miss Carney, day chief operator, her assistant, Miss Powers; Mrs. Harvey, night chief operator of Wabash Office; Miss Howe, day chief operator, and Mrs. Siralio, night chief operator of Harrison Office; Miss Burke, day chief operator, and Miss Creaby, night chief operator of Wentworth Office, as well as Messrs. Findeisen and Stewart, traffic superintendents of these areas, certainly have the right spirit and believe in accident prevention.

The Harrison committee's slogan is, "Maintain safety all the time." March was a perfect month and the committee aims to make every month the same. The posters, notices and other means of publicity used by Harrison Office have been very helpful.

The Wabash committee has adopted the slogan, "The Chance Taker Is An Accident Maker" and they have eliminated all jay-walking in their office.

The Wentworth committee's slogan is "Safety, Not Sorrow," and they are very active to keep all forms of sorrow out of their office. They say, "It is our aim and we can truthfully say that we are taking every precaution to avoid harm to our fellow-workers." This committee has been very active. The records show thirty-four cases which might have resulted in accidents except for the timely warnings of members of the committee. Continuing they explain, "Other members of our forces have taken a great interest in the work of accident prevention, and report to our committee frequently things that might cause accidents, and in this way are coöperating with the committee."

The Safety Bureau highly commends the Wabash, Harrison and Wentworth Committees for the manner in which they are helping their co-workers to *think* along accident prevention lines. The bureau is confident that reviews in the BELL TELEPHONE NEWS of the records of similar committees formed in other offices will show the same spirit and same splendid results.

Ever Been There?

By H. E. Mashburn, Safety Bureau

THERE'S a town called Accident Prevention
On the banks of River Smile,
Where carefulness and safety
Blossom sweetly all the while.

There, the careful worker flowers
Bloom beneath a lovely sky,
And the happy and the healthy
Sweetly smile as you pass by.

In this Valley of Contentment,
And the province of I Will,
You will find a lovely city
Near the foot of Safety Hill.

Oh! the boulevards are delightful
In this charming little town,
And on every hand are shade trees
Called "Accident Prevention Crown."

Have you tasted of the beauties
Of this charming, happy place?
If you haven't, you should enter
The Bell accident prevention race.

Chicago Plant Employee Meets with Accidental Death

EDWIN D. ARTES, an employee of the North Division Assignment Unit was instantly killed Sunday afternoon, May 10, when the machine which he was driving, swerved and



EDWIN D. ARTES



EDWARD W. SPERBER

toppled over on the road near Genoa.

Mr. Artes' wife and boy escaped with slight injuries, but Miss Wilson, a Chicago school teacher and friend of the family who was riding in the car, was also killed. Edwin, as he was familiarly known, had a record of fifteen years' service with the company, starting in 1910 as an amateur photographer and later as a statistician in the old South Construction Department and for the past ten years as an assignment clerk, which position he held until the date of his death.

Mr. Artes' tragic death was a shock to his fellow workers and his friends throughout the company, many of whom attended the funeral on Wednesday, May 13, from his home in Lombard, Ill. Burial was at Elmlawn Cemetery, Elmhurst, Ill.

EDWARD W. SPERBER, employed in the Plant Department as an installer in North Division, died February 1, 1925, after a short illness.

He was employed November, 1905, and during his service with the company had made many friends among his fellow workmen.

TELEPHONE companies in the United States employ 190,000 telephone operators. In addition, thousands of telephone operators are employed by large business houses, banks and hotels.



MISS MARTHA SOMMERFELDT
Wabash Operator, who died
May 2 after a long
illness.

Death Takes Edward Hill, Pioneer

EDWARD HILL, long in the Bell System, died the morning of May 5 at his son's home in Indianapolis. At the time of his death Mr. Hill was employed as a draftsman in the Plant Department, Chicago. He had been away from the office because of illness since February 24.

Mr. Hill had been a civil engineer in Indiana for the Pennsylvania Railroad. Later he took part in the building of several electric lines centering in Indianapolis. In June, 1899, he entered the telephone field as inspector of underground conduit for the Central Union Company, later working in Chicago with the Central Group, the Chicago company and the Illinois Bell.



EDWARD HILL

Telephone Aids Dispatchers on Oil Pipe Lines

THE arteries of the human body must be protected by a network of fine nerves so that any injury to the vital channels of circulation may be at once known and the damage repaired. In the same way the vast system of pipe lines in the oil fields, which distribute the oil first to the storage tanks and then over the country at large, must be protected by a nervous system of telephones and telegraphs.

Since the main pipe lines sometimes extend a considerable distance and the oil is pumped through them under heavy pressure, there is always danger of a leak,—and a break in the line, with the oil flowing at the rate of 1,000 barrels an hour, may mean a large loss of the precious fluid in a very short time.

For this reason a close watch must be kept on the main line and the stations. Every hour a gauge or check is made of the tanks being pumped out of at one end of the line and of the receiving tanks at the other end. The results of these hourly checks are compared by wire, and in case there are any differences, a leak is detected at once.

Besides this the oil dispatcher must be in constant communication with all points reached by the pipe lines and, like the train dispatcher on the railroad, he finds the telephone an indispensable aid in his intricate and responsible work. If he should order the wrong gate valve opened or closed, he would have a pipe line wreck that would mean as much pecuniary loss as a railroad wreck.

Arab's Telephone All Greek to Him

IN some parts of the world the telephone is still a decided novelty. Upon its introduction, not very long ago, in a certain town in Arabia, one of the Arab merchants was progressive enough to have the new device installed in his place of business. It so happened, however, that the first person to call him up was a Greek who spoke no Arabic, and, as the Arab did not understand the Greek language, the ensuing conversation was practically a total loss.

Enraged at what he regarded as a piece of incompetence, if not downright fraud, on the part of the telephone authorities, the shopkeeper promptly called on the manager of the local exchange. "See here," he said (or words to that effect), "I want you to remove my telephone at once, and put in one that will speak Arabic. You've given me a telephone that speaks only Greek, and I don't understand a word it says!"

THE APPROACHING EVENT

By M. T. Dewhurst

TOM and Katie with their heads together were studying the calendar.

"What day does the Fourth of July come on, Tom? Oh, here it is—and isn't it horrid! It comes on Saturday!"

"It does, for a fact," answered Tom with a gloomy face. "I thought we were going to get a day extra on my vacation."

"We might postpone our trip till next year," rejoined Katie with a mischievous grin. "It will come on Sunday but Monday would be the legal holiday."

"Not much!" exclaimed Tom. "We may need more of a vacation next year."

"Oh, so you think you'll need more next year!" said Katie tossing her head. "You talk the way Mary does. But if you mean it, you better decide to wait a year."

"Why, you little tease!" exclaimed Tom. "You know I can hardly wait this month out. It seems like ten years instead of one since I met you at the gate at the farm and we walked through the woods together."

"Do you remember what you said, Tom? You told me I needn't be afraid that we could ever grow so old that we didn't love to be together. Sometimes I'm afraid, Tom, that when we get to housekeeping, the novelty will wear off and you won't love me as you do now. I've seen people like that."

"But we are not like that, you little goose," said Tom tenderly. "Maybe we won't let anybody know it, but we'll be lovers always. Can you imagine my caring for any one but you, dear?"

"No," assented Katie, "only I hope you'll keep on telling me. Men take things for granted and we girls like to have them tell us. You've got to tell me every day."

"All right, that won't be hard after all the practice I've had for two years."

"Well, don't you forget, for if you do I'll go back to the telephone company. You don't know how I hate to leave it, anyway."

"That's all right; I wouldn't like you if you weren't true to your old job. But you see you're marrying into a telephone family and I'll work for both of us. But come on, now, Mother says you have to set the day yourself."

"All right," said Katie. "Here is the July calendar again. I guess I shall resign to leave Saturday, June 27. You can begin your vacation Monday, June 29. Could we be ready Tuesday, do you think? Then it could be in June and we'd be away from all the Fourth of July noise, up on the farm."

"June 30! That's all right and Tuesday is a good day if you are sure we can't make it Monday."

"What's that?" said Mother, coming in at this point. "What can we do on Monday?"

"Get married," said Tom.

"No," said Katie. "Tuesday, I said."

"Then it is Tuesday, Tommy, and it is a better day. And now that it is decided we must sit down together to-night and make our plans. The days will go fast and nothing helps so much as planning before hand. Your mother is coming over to-night, Katie, and we'll have a conference."

"Well, when you women get together I'll go upstairs and do a little useful work. Come on, Katie, you better come up now and tell me where you want the coffee grinder and the towel rack and these curtain rods."

Mother looked at them as they left the room laughing. They seemed like two children but as she thought of the day they had set—June 30—she realized that childhood days were over for her own little boy and he was now to face the responsibilities of a man

with a wife and a home. I suppose no one can explain why a mother is such a contrary being—why her smiles often come shining through her tears. For that matter, rainbows will always be a wonder though we may know the scientific reason for them. And so when Mary came in she saw only the radiance of her mother's face, as she cried, "Oh, Mary, Katie and Tom have set the day, and we must have an evening of planning. Call John up and tell him to bring his mother and Mrs. Freeland over real early."

Upstairs in the little apartment Katie and Tom certainly were acting like two children with a new playhouse. Such squeals of delight on the part of Katie as she discovered electric light fixtures and little finishings that the carpenters had put in that day! And then, when Tom had the coffee grinder skillfully screwed in place and began to imitate an Italian organ grinder while in a ridiculous falsetto he sang the inevitable *Il Trovatore*, Katie prancing around as the monkey, the family came trooping in to see what all the racket was about.

Of course they all had to see the new rug and table in the living room and everyone admired the hangings and cushions which though dull blue as planned had a dash of red that added warmth and cheerfulness to the background of dark stained wood.

"We can't have more than two people visit us at once," said Tom, "because we can't afford to buy more chairs."

"Well, they can sit on the settee by the fire place; and, Mother, didn't you say I was going to have that old rocker, that Tom can stain? That's a real antique," added Katie with an air of superiority.

"Yes," said her mother, "I've got two chairs for you. One your father rocked you in and one I always used when you were a baby. You can have that in the bedroom."

"Oh, goody," said Katie, "you know we didn't think we could have but one chair in there and we had to take that from the dining room set. But we can sit on that nice hope chest, too. It's so pretty in that room with the draperies to match."

"Yes, I'm glad I got enough cretonne when I covered it to use for the windows. And Tom's old-fashioned bed will look nice in here."

"Lucky you're going to give me my furniture. I guess we'd have to sleep on the floor if you hadn't. It certainly does cost to furnish a house!"

"Well, I'd rather do as you have done and not get a lot of expensive furniture that you'd have to be paying for on the installment plan for years," said John.

"I think," said Mrs. Crane, "that too many young folks think they must have everything they need to begin with. If they have to work together and look forward to getting things, little by little, they'll stick together better."

"That's so," assented Mother. "Why, I can remember just how we saved and how grand we felt when we bought each piece. You make a home when you get things that way. I don't want anyone to feather Tom's nest but Katie and him."

"But you don't object to their flying down and stealing a straw or two from ours, do you, Mother?" said Mary laughing.

"You better look out, old girl," said Tom. "We may get the straws you want to build into yours. I'm glad you're in no hurry to marry; we'd be having an awful fight now, like that blue-jay and the robin I saw to-day."

"There won't be any fighting among my children if I know it," said Mother. "But come on downstairs, we're going to decide everything to-night. All we know now is the date. We don't know even who is going to see you married, and we've got to plan invitations and refreshments and everything."

So the family sat down to a serious discussion.

"First," said Mother, "what about the people who want to see you married. It would cost a good deal to send cards."

"Yes, and it would be too formal," said Katie.



To any Person Legally Authorized to Solemnize Marriage.

GREETING:

Marriage may be Celebrated, in the County of Cook and State of Illinois, between Mr. Thomas Miller of Chicago, in the County of Cook and State of Illinois, of the age of 26 years, and Miss Katherine Freeland of Chicago, in the County of Cook and State of Illinois, of the age of 23 years.

Witness, Robert M. Sweitzer, County Clerk of the County of Cook, and the Seal thereof, at my office in Chicago, this 18th day of May A. D. 1925

Robert M. Sweitzer County Clerk.

The Person who Solemnizes Marriage is cautioned against making any changes in this License.

STATE OF ILLINOIS, } ss. I, _____ a _____ (OFFICIAL TITLE)
COUNTY OF COOK.

hereby certify that Mr. _____ and M. _____ were united in Marriage by me at _____ in the County of Cook and State of Illinois, on the _____ day of _____, 192_____

(The Names in this certificate must be identical with Names in above License)

(SIGNATURE AND OFFICIAL TITLE)

Address _____

N. B.— This License, with certificate of marriage properly made, must (within 30 days) be returned to the COUNTY CLERK, by the person who performed the marriage ceremony.

MARRIAGE LICENSE FOR TOM AND KATIE.

"I was thinking I could make you a present of the engraved invitations," said John.

"Not much!" said Mary, "you better give them that money for another chair than waste it on stationery. You can do it better by telephone."

"I see you are still interested in the telephone company," laughed John.

"Why shouldn't I be? I'm a stockholder. We've got to make money to pay us our dividends."

"I think Mary is right. You can just tell all of our friends to come over to the church. But we can't have them all at the house," said Katie regretfully.

"No, we won't try to have anyone but the family, and of course, the Wilsons. I wish we could have some of Katie's girls from the office. We'll send them some cake to dream over, anyway," said Mrs. Freeland.

"And we can stop at the church for a few minutes to see the girls," said Mary.

"Gracious, I begin to shake in my shoes! Do I have to kiss all the girls who extend best wishes to me? Let's run away and be married, Katie. If I live to go up the church aisle, I'm likely to have heart failure when those girls get around me."

"Why, Tom, I'm just looking forward to having all the line-men come," laughed Katie.

"That'll bring you to, all right, when they begin kissing the bride," said John.

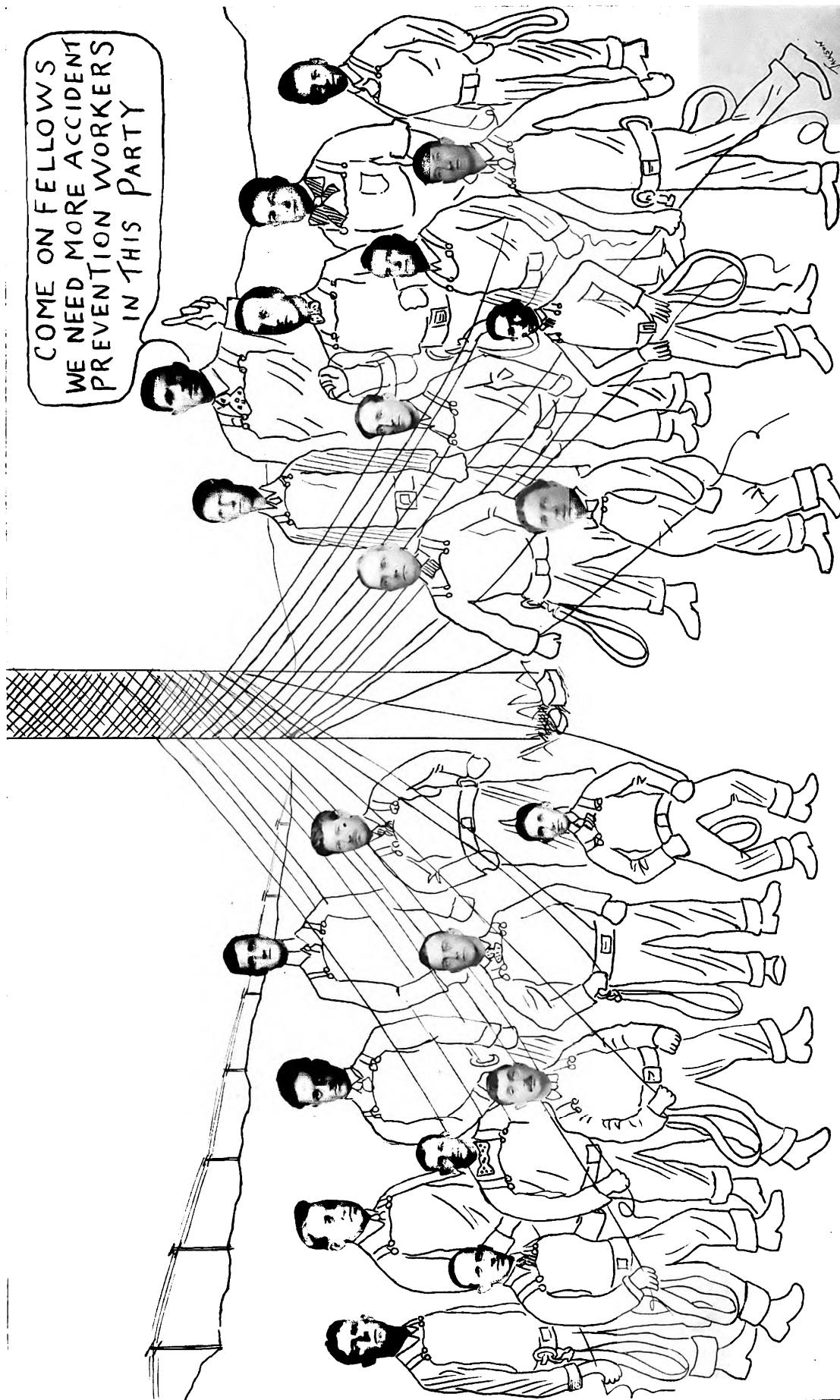
And so with much laughter but with good common sense the details were discussed and before the meeting broke up, Mother had marshalled her forces and plans were all made for the busy month before the great event. Katie was to give in her resignation next day but insisted she should work till the twenty-seventh and Tom was to get his vacation time to begin on the twenty-ninth. There would be about three weeks to get the wedding dress and going away gown and then the informal invitations to the church could be sent out.

And Tom as he put on his coat to escort Katie home, said laughingly, "Mother, I must find out Katie's exact age for I'm going to get the license to-morrow." And this Tom did, and had his license ready six weeks before the great event.

Two Telephone Calls Bring \$24,000 Order

WHEN R. J. Marlowe, salesman for a Denver paper concern, heard recently that the president of a California cantaloupe association was in Pueblo, Colo., he called him on the telephone, only to find he was leaving his hotel to catch a train. Mr. Marlowe was told that the Californian didn't have time to talk as he was just leaving for Phoenix.

When the train arrived at the Phoenix station the Californian was informed that a telephone call was awaiting him. It was the salesman from Denver. The net result of these two calls was that the salesman sold 30,000,000 cantaloupe wrappers for a price of \$24,000.



THESE MEN HAVE SERVICE RECORDS WHICH TOTALED MAKE OVER 400 YEARS. THEY HAVE NEVER HAD ANY LOST TIME ACCIDENTS.

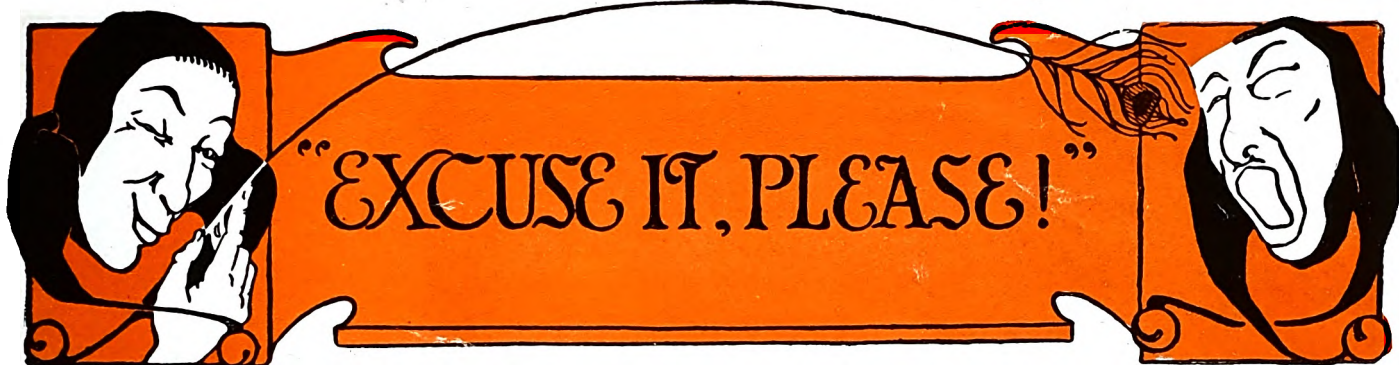
Left side, left to right, top row—George W. Nelson, nineteen and one-half years; Charles I. Darling, thirteen and one-half years; William I. Thorpe, twelve and one-half years; Cecil B. Herrington, twenty-one years; John Zawiski, nineteen years.

Left side, bottom row, left to right—Martin Kenny, eighteen and one-half years; Leonard Hammer, twenty-two years; John R. Brodwick, nineteen years; Joseph E. Mooney, sixteen and one-half years; Ingeman T. Mortensen, twenty-four and one-half years.

Right side, top row, left to right—Earl B. Hindall, twenty-one years; Andrew I. Kenny, thirty-one and one-half years; John P. Gatto, eighteen and one-half years; Joseph F. Rush, fourteen years; Louis Wegner, fourteen years.

Right side, bottom row, left to right—Frederick Paxton, twenty-two years; Ernest R. Kuhl, twelve and one-half years and Bert Stevens, thirteen years.

T. Thomas, nineteen and one-half years; Albert A. Morillon, twenty-three years; Frank J. Grant, twenty-four years.



Listening In

GENTLEMAN: "Is this the Evanston Hospital?"
Nurse at Switchboard: "Yes, sir."
Gentleman: "How is the little Brown baby doing?"
Nurse: "You've got the wrong hospital. We have only white children here."—*Chicago Daily News.*

Financial Fireworks

"It is said that paper can be used effectively in keeping a person warm."
 "Yes, I remember a thirty-day note once kept me in a sweat for a month."—*Forbes Magazine.*

A Poor Second

"The radio is still far behind the grade crossing as a means of establishing contact with the infinite."—*Life.*

Tit for Tat

Two young women, evidently strangers to each other, were seated at the same table in a popular restaurant. One of them had finished her lunch; the other was about to begin.

The girl who had finished sat back in her chair and lit a cigarette.

The other seemed to resent this and said, "I suppose you do not object to my eating while you are smoking?"

The first girl looked at her and answered brightly: "Well, no, not so long as I can hear the orchestra."

Accident Insurance

"Say, boss," cried a dark-skinned customer, rushing much perturbed into a store, "a no-count boy has threatened mah life. Ah craves perfection."

"How about a bullet-proof vest?" queried the man behind the counter.

"Wuthless, plumb wuthless. Ain' yo' got no razzar-proof collahs?" — *American Legion Weekly.*

No Use

Mrs. X.: "Why have you never sued any of your divorced husbands for alimony?"

Mrs. Y.: "By the time I'm ready to leave a man, he's always bankrupt."—*Boston Transcript.*

Gets His Umbrella Back

A New York broker had his telephone number engraved on his umbrella handle, and it has been returned to him seven times.
 —*Chicago Tribune.*

Honey: "What was the cause of Reggie's social downfall?"

Seen: "Why he was riding with Miss Rockabilt and when the car stopped he got out and looked under the front seat for the gas tank."—*Hamilton Royal Gaboon.*

Dowager (to singer): "Your songs took me back to my girlhood!"

Singer: "Yes, my voice carries a good ways."—*Florida Swamp Angel.*

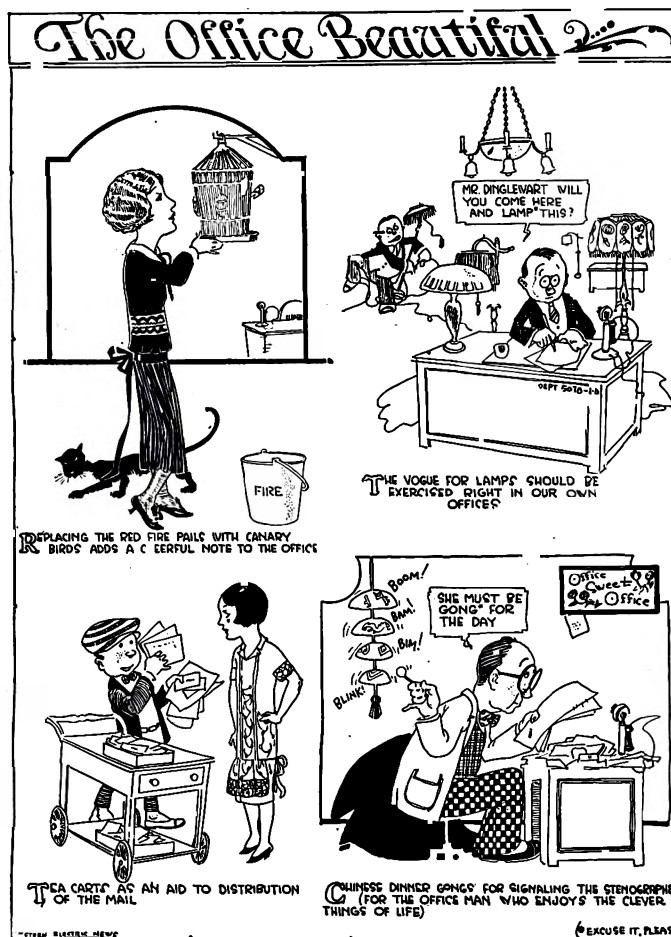
Photography By Telephone

During an employees' meeting in one of our exchanges, the matter of transmitting pictures over the telephone came up for discussion. The methods used in this phase of the telephone business were described. During the discussion one of the girls remained perfectly quiet, and the leader noticed a puzzled expression on her face. When asked what the trouble was, she replied, "Is that really the way they send pictures over the circuit?" On being assured that it was, an expression of great relief came over her face. "I've been dolling up and wearing my best clothes ever since that thing was invented," she said, "thinking that someone might be at the other end of the circuit with a camera and could take my picture any time I plugged in on that line and opened my key."—*Northwestern Bell.*

Twenty-seven: "An awful accident up street!"

Twenty-eight: "What happened?"

Twenty-seven: "A car ran into a garage."—*Hamilton Royal Gaboon.*





Who owns the telephone?

For seven carefree years young John Graves worked in the car shops at Orenville, spending his dollars as fast as he earned them. Soon after his promotion to foreman, he was married and moved to a little white house on Orchard Avenue. Life was happier than ever, but spare dollars were not more plentiful, especially after a third member was added to the family.

Then came a day when the plant superintendent showed John the wisdom of saving a part of his earnings, for the satisfaction it would bring, and for protection against emergencies at an old age. He and his young wife,

for the first time, learned the difficult art of economy, and finally they came to know the joys of saving and of safe investment.

Today John Graves, and many thousands like him, own the stock of the American Telephone and Telegraph Company. This company is owned by more people than any other, and the great majority of its owners—laborers, clerks, housewives, business men and others—have bought it with their savings. As its business has grown, the number of its shareholders has increased until now one out of every 45 telephone subscribers is also a stockholder.



**AMERICAN TELEPHONE AND TELEGRAPH COMPANY
AND ASSOCIATED COMPANIES**

BELL SYSTEM

One Policy, One System, Universal Service

LOOKING AHEAD



YEAR from now an old pole line will have to be replaced. Construction men will be on the job busily engaged in erecting poles and pulling cable. The poles will be sturdier than the cable on them seem to need, but that is part of the plan. Six months or a year before the actual work in the field began the future need for this line was recognized. Busy engineers worked with data collected in the field and estimated the probable need of new facilities at this point. Plans and specifications were prepared to cover the need not only for one or two years to come but to take into consideration the probability of growth for a number of years.

This in brief is the job of the engineer. To look ahead down the long path of telephone progress; to see that the plant a year from now and two, three or five years from now will be in condition to function efficiently; to see that economical and timely provision is made for growth and replacement.

BELL TELEPHONE NEWS

Volume 14

CHICAGO, ILL., JULY, 1925

Number 12

CHICAGO TO NEW YORK IN FIVE MINUTES

*Improve Speed of Service With Additional
Through Circuits and Rapid Fire Operating*

TIME for completing connections on Chicago-New York calls has been cut in half by the Long Lines Department. Prior to the date this faster telephone service was inaugurated the average time on all calls between New York and Chicago was ten minutes. Now it is less than five minutes.

Speedy transportation between Chicago and New York has long been on its present basis—twenty hours each way on the fastest trains. The postal authorities have an air mail service between these two cities and are planning extensions. Both of these, like telephone service, have done much to stimulate commercial relations between the eastern and mid-west metropolises.

Incidentally, the speedy trains, although making the run in twenty hours as compared with twenty-eight hours for ordinary trains, charge an extra fare. It costs more to send a letter by air mail than it does the ordinary way. There is no change in the rates for the improved long distance service, and, also, it is equivalent to a round trip, or a letter each way.

On seventy-six per cent of the Chicago-New York calls now the speed of service is five minutes or less. Only three per cent take ten minutes or more. Speed of service is the length of time it takes after a subscriber places the call to establish the connection, or, if there is a delay, to obtain and give him a report on the call.

The operating method in use on this traffic is one known as the dispatch method. At each end of the circuit are operators who are in communication with each other and who pass each other calls, reports and orders. These are known as dispatch operators, and are assisted by others known as report operators,

who deal with their respective subscribers, announcing calls, obtaining and giving reports, etc.

This method permits circuits being used most efficiently, for instead of a circuit being held for a particular call while all of the operating is being performed preliminary to the

start of the conversation, the circuit is not actually assigned exclusively for the call until parties are ready to talk.

Having the dispatch method as a basis, the inauguration of a faster service was almost entirely an engineering problem, principally involving the provision of additional circuits. Circuit layout engineers studied the situation, and with some rearrangement which fitted in with the traffic involved, additional circuits were provided.

That the faster service has already proved to be of real value to subscribers is evidenced by a number of complimentary letters received by the Long Lines Department.



ONE UNIT OF THE DISPATCH BOARD SHOWING TWO REPORT POSITIONS AND A TABLE POSITION



THE DISPATCH SECTION OF THE CHICAGO LONG LINES OFFICE

work he has been in charge during the last two years.

Mr. Patten was graduated from the Massachusetts Institute of Technology, and entered the employ of the American Telephone and Telegraph Company at Boston. In 1906 he came with the Chicago Telephone Company in the Engineering Department, and has advanced to his present position in that department, where he has been largely instrumental in developing the equipment work of that company and its successor, the present Illinois Bell Telephone Company, to its present standard.

J. S. Ford, after his graduation from Cornell University, entered the Chicago Telephone Company organization as a lecturer in the telephone exhibit at the World's Fair. After the fair he entered the regular organization and grew up through the Maintenance and Installation Departments to his present position as engineer of buildings, in which position he has been active in the design and construction of many of our modern buildings.

In order better to coordinate the engineering involving long period studies, the responsibilities of the plant extension engineer have been expanded to include, besides the toll and exchange fundamental plans, the provisional estimate and five-year budget and program studies. G. B. West has been appointed plant extension engineer, and E. H. Bangs will continue as fundamental plan engineer.

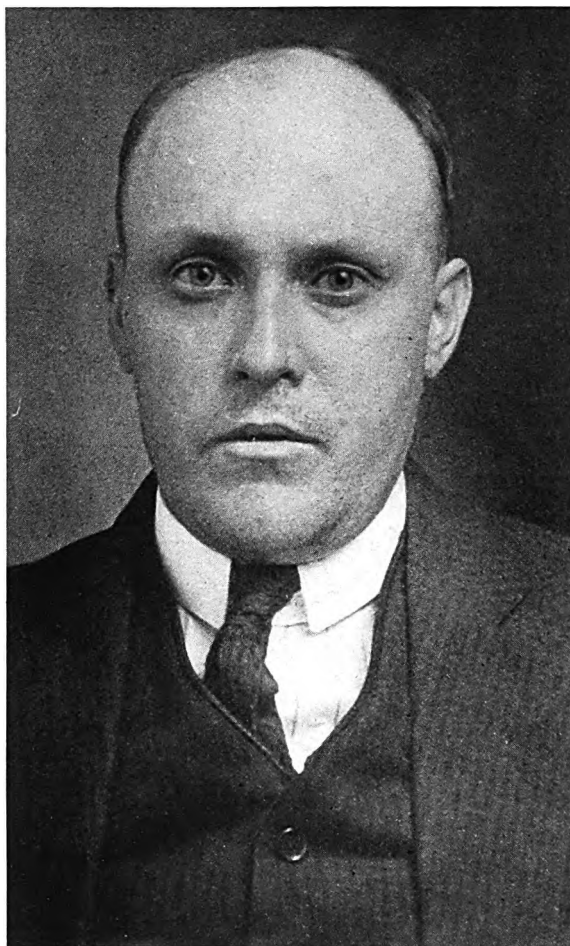
Mr. West entered the employ of the Pacific Telephone and Telegraph Company in 1909, having graduated from the University of California the previous year. He spent approximately eight years in the Traffic Department of that company, working on central office management, force engineering, and operators' training school work. He was traffic chief for the company at the Panama-Pacific Exposition. Early in 1917 he was transferred to the Department of Operation and Engineering of the American Telephone and Telegraph Company, and at the outbreak of the World War was sent to Washington in connection with government telephone service requirements. In 1919 he was transferred to the Chesapeake and Potomac Telephone Company, and in 1921 he was appointed general traffic engineer of that company, which position he has occupied up to the present time.

E. H. Bangs entered the em-

ploy of the Bell System, after his graduation from Cornell University, through the Bell Telephone Company of Buffalo. After experience with the American Telephone and Telegraph Company, the Western Electric Company, the Venezuela Telephone Company and the Southern Bell Telephone Company, he entered the Engineering Department of the Central Union Telephone Company in 1903. In 1911 he was made fundamental plan engineer of the Central Group Companies, which position he retained with the Illinois Bell company when that company was formed.

ANOTHER ILLINOIS BELL MAN AWARDED VAIL MEDAL

AT a meeting of the Committee of Award of the Illinois Bell Telephone Company last month a bronze Theodore N. Vail Medal for noteworthy public service was awarded to Frank O. Klingsberg of the Chicago Plant Department. Below is the citation.



FRANK O. KLINGSBERG
Station Maintenance Repairman, Plant Department, Chicago, Ill.

For courage and prompt action in saving the life of a boy.

On June 2, 1924, at 4:15 p. m., at Sixty-fourth and Throop Streets, Chicago, Ill., he saw a runaway horse coming toward him with a small boy hanging beneath the horse, entangled in the harness.

He jumped from his automobile and at great personal risk seized the horse, and was dragged a considerable distance. His shoulder was dislocated but he succeeded in stopping the runaway. The boy, who was seven years of age, received minor injuries, but unquestionably his life was saved by this action.

Telephone Bell Jingles Where Wild Man Howled

MODERN telephone service is now to be found in many out-of-the-way corners of the world. Few Americans, however, would expect to hear that the ringing of the telephone bell has become a familiar sound in the picturesque principality of Sarawak on the west coast of mysterious Borneo.

For most of us the name "Borneo" probably suggests visions of the circus "wild man" and conjures up vague recollections of great apes and head-hunting savages. It is still a primitive country, of course, but the British protectorate of Sarawak has made especially notable progress, and its population of several hundred thousand Chinese, Malays and Dyaks is tranquil and prosperous. Sarawak is ruled by an English rajah, who owes his hereditary throne to the fact that in 1840 one of his forbears helped suppress an insurrection and thereafter became Rajah of Sarawak in place of the native prince against whom the people had rebelled.

Modern telephone service has been established in connection with the extensive development of the Sarawak oil fields. A telephone cable, about seven miles long, connects the exchanges at Lutong, where there is an oil refinery, and at Miri, an important center of the oil industry on the Miri River. The telephone plant has been specially constructed to give satisfactory service in spite of the intense heat and humidity, for this rain-soaked tropical outpost of civilization lies only four degrees north of the Equator.

If all the telephones in the United States were placed side by side along the Atlantic Coast, they would extend from the tip of Key West, Fla., to Portland, Me.

TO GIVE—BUT NOT TO SELL

Reprinted from *Pacific Telephone Magazine*

DO you, as an employee of the Bell System, realize that you have a very valuable service to offer to the public? The product of the telephone business, of course, is telephone service, and that is for sale, but the investment service in regard to securities of the Bell System is absolutely free.

It is very pleasant to give, when one has a worth-while gift to offer, and the public is delighted to accept when the matter is thoroughly understood. You need only tell your story, and the very novelty of it is sure to add to its interest and general appreciation. If the public knew the facts, the distribution of American Telephone and Telegraph Company stock would be even greater than it is. The best way for the public to learn is through the employees—the story must be told again and again by all. How can it best be told? With enthusiasm and the right idea, you can never fail. Here is part of a conversation we heard the other day that may suggest what is meant:

"You'll even be trying to sell me some stock soon, I suppose," said the first speaker.

"No, Jim," answered his friend, a telephone employee, "I won't ever try to sell stock to you. For one thing, I haven't any stock for sale. What I bought out of my earnings and what I'm now buying will never get out of my hands."

"I didn't ask for your stock. Your few shares wouldn't be enough for me, anyway. I guess your company has some for sale, though."

"Not a share, Jim; nor has the Bell Telephone Securities Company, nor the American Telephone and Telegraph Company itself. You don't really understand this matter at all. I couldn't be a stock salesman if I tried, but I don't mind offering a fine service free to a friend. As a telephone man, I have telephone service for sale, but I also have an investment service to give to any member of the public that is willing to accept it.

"Listen for a minute. I've talked a lot to you about my job, about my company, and about the stock of the parent company of the Bell System, the American Telephone and Telegraph Company. You are probably beginning to believe that a security good enough for 350,000 careful investors might be good enough for you. If you come to us some day and ask for stock, we have none for you, but we can tell you all about it, and we can offer to make arrangements to buy some if you wish. You sign an application addressed to the Bell Telephone Securities Company in New York requesting it to purchase stock for you. Since it has no stock for sale, it gives your order to a broker, a member of the New York Stock Exchange. He finds a seller on the floor of the exchange; your order is filled; and a commission is charged to the Bell Telephone Securities Company just as it would be to any member of the public. This charge of twenty-five cents a share is paid by you, but it is only the exact cost to the Bell Telephone Securities Company. We are simply agents for the securities company.

"The price we charge is the price at which the last sale is made on the New York Stock Exchange on the business day immediately following the day on which we take the application, with the regular twenty-five cents a share added for the broker's commission.

"Of course, if you wish more than twenty-five shares on any one day, we accept your order with the provision that the price paid by us for actual purchase in the market will be the price we charge you, plus the brokerage fee.

"All of that, however, is only one of the many features of what we call the direct sales plan. You know that under the plan you can have arrangements made to purchase for cash or on monthly installments of \$10 a share, but do you know all your privileges of suspensions and cancellations, of interest, and adjusted dividends? I doubt it, but it will be well worth while to look into it. The direct sales plan is recognized everywhere as one of the best methods ever devised for saving and investing at the same time. And that is only a part of the telephone investment service that is free to all. If you wish information in regard to any telephone security, or if you wish assistance and advice in regard to taxes, transfers, registration or any of the problems connected with saving and investment, it is our pleasure to serve you without charge."

"I should think everyone would take advantage of such an offer," interrupted the one called "Jim."

"Everyone will, I believe," replied his friend, "when the matter is better understood. We employees of the system tell it to everyone we meet that seems interested at all, but you know the average man is suspicious of anything that sounds like 'something for nothing.'"

"But this really is a whole lot for nothing. I can't understand what's in it for you. You don't get a commission nor does your company—you don't get any new money in your treasury—why, it seems to be all one-sided."

"But it isn't, Jim, at all. The service is free, but it is of mutual advantage. It is true that we want more friends and more stockholders. It helps us a whole lot because—well, because we are too big to be separated from the public—we are, after all, a public service corporation owned by and existing only for the public."

That is all of the conversation we overheard. But there seemed an idea that, although simple, had never been impressed on us before, and we wonder if it may not seem equally important to you. It is a splendid service, of great value to all people in all circumstances, and it is not for sale—it is for you to give. We are not stock salesmen. We have nothing to sell. We all have something to give—and it is pleasant to give something so very worth-while.

No Accident in 138 Days and Still Going Strong

L. C. Jones:
Division Plant Superintendent.

I see from the records that the Suburban Plant Department has had only one lost time accident this year and I understand that actually happened in December; also that the aerial construction force has run for ten months without a lost time accident and the splicing force twenty-eight months.

This is fine work and shows what can be done when everybody takes hold.

I want to congratulate you and your entire force on this result.

F. REDMUND,
General Plant Superintendent.

LET'S MAKE 'EM ALL SIT UP AND TAKE NOTICE.

Yours for that record sure,

L. C. JONES,
Suburban Division Plant Superintendent.



ABOUT a gigantic plane tree in the Balkans was gathered a threatening crowd of Albanians and Serbs. A line-gang had already begun trimming the tree to make way for an aerial cable. The huge trunk sixty feet in diameter, was unthreatened, to be sure. But already one ponderous limb had been sawed off, and the tree trimmers were preparing to cut another branch.

The crowd was protesting vigorously. The whole community, Christian and Mohammedan alike, had rallied to the defence of the holy plane tree. Venerated for generations, it had gathered about it a mass of hoary tradition running back to the days when it was worshipped under the Serbian Nemanyich dynasty in the Middle Ages. Even the gendarmes were in sympathy with the demonstration. In the crowd their police uniforms were conspicuous among the short jackets of the white-kilted Albanians, and the scarlet and blue waistcoats of the Serbs.

The protests were becoming momentarily more vehement. At this point, however, the local authorities took a hand. Quieting the crowd as best they could, they presented a solemn official protest against any further desecration of the sacred tree, which the people had jealously guarded for centuries, even during periods of hostile invasion.

This incident illustrates one of the difficulties sometimes encountered in telephone and telegraph line construction in remote countries: native hostility. Even among the turbulent mountaineers of southeastern Europe, however, hostility can generally be overcome by tact and good sense. Indeed, it is often easier to deal with open opposition than with the less tangible obstacle of native shiftlessness and indifference.

This became very evident to the engineers who constructed a telephone system a few years ago in one of the South Sea Islands.

Lotus Land

To most readers those magic words, "South Sea Islands," conjure up a softly alluring picture. Palms and tree ferns, stirred by the trade winds, fringe the beach of a blue lagoon. Lithe Polynesians sport in the sun-warmed waters, or catch brilliantly colored tropical fish among the coral

reefs. Parrots scream at the edge of the jungle and bright lizards sun themselves on the steps of the consulate. British officials in pith helmets and white duck suits, a missionary and one or two derelict beach-combers complete the picture. South Sea Island fiction of the alluring type, however, generally has little to say about three things. One is the rainy season; another is the insects; and the third is the exasperating indolence of the natives.

In this case, for example, when jobs were offered on the telephone construction gang, the easy-going islanders simply were not interested. Work seems superfluous in a land where requirements for clothing, fuel and shelter are reduced to a minimum and where food is abundant and easily obtainable. A few of the natives, infected—very slightly—with the germ of ambition, work now and then in the cocoanut plantations. But the tendency is to quit as soon as a little money has been earned, and revert to the usual amusements of eating, bathing and chewing betel nuts.

In the end, the labor problem which confronted the telephone engineers was solved only by the assistance of the local government. Since a native construction gang could not be recruited to put through the work voluntarily, it became necessary to find natives who could be compelled to do so. This was accomplished by getting the government to put a gang of indolent native convicts on the job. Even then, however, new difficulties presented themselves. The regulation spades for digging pole holes could not be used by the barefooted islanders. A type of spade especially adapted to their requirements had to be provided.

On these low-lying coral islands the holes in which the poles were to be set tended to fill with water as soon as dug. Many of the telephone poles, therefore, not only had to be thoroughly tarred to prevent decay, but required special supports as well. It was necessary to bring the poles themselves all the way from New Zealand, as the trees growing on the islands—mostly cocoanut palms—were not strong enough to support telephone wires. Poles, tools and other supplies had to be moved about on handcars, as there was no other way of getting them from place to place. All these



THE CROWD WAS PROTESTING VIGOROUSLY

handicaps were ultimately overcome, however, and the telephone system was installed despite the difficulties of construction in those languorous tropical islands.

Country of the Fjords

If one were to search the world over, he could hardly find a more striking contrast than that between the coral isles of the South Seas and another island in which telephone construction has been carried out also in the face of difficulties. Many thousands of miles from the blue lagoons, the palms and the sparkling waters of the South Pacific, there lies a bleak land against whose cliffs the cold gray waves of the Atlantic beat unceasingly. Deep fjords indent its shores, and in winter Arctic gales sweep over the uplands and along the coast with merciless severity. Such is Iceland. Yet it is the home of a progressive and hardy population who, since the days of the vikings, have made their island a worthy outpost of Scandinavian civilization. The capital, Reykjavik, is a modern city with paved streets, a medical school, libraries—and telephones.

Telephone and telegraph construction in Iceland has been no easy task. In winter the wires sometimes become encased in cylinders of ice six inches in diameter. Poles twenty-three feet high have been completely covered by drifting snow, and where the lines cross the fjords in submarine cables they are often in danger of breakage by floating ice. Tough little ponies are the chief means of transportation outside the towns. The Icelandic linemen, riding out in winter across the frozen drifts, sometimes fording icy streams or urging their ponies along the precipitous sides of the fjords, face handicaps that have been overcome only by the utmost hardihood and resolution. But in that sub-Arctic country it is all in the day's work.

In northern Sweden, also, the telephone is pushing on, even into the Arctic Circle. Not long ago the Swedish telephone authorities undertook to extend their wires far up toward the northern end of the Scandinavian peninsula, in the region known as Lapland. This telephone line is to be used for the transmission of "meteorological bulletins and information of snow conditions" to the wandering tribes of Lapps. These hardy nomads—short of stature, broad of face—depend for a living upon the herds of half-wild reindeer which supply them with milk, meat and skins. They drive the reindeer south in the autumn, returning north again when winter has broken and the melting snow lays bare the scanty pasturage of the Arctic uplands.

The Land of the Lamas

Recent advances of the telephone into new territory are by no means confined to Scandinavia and the South Sea Islands. The mountainous wilds of Thibet in the depths of central Asia have also been penetrated by a wire line, and the ubiquitous telephone has finally reached even the Forbidden City of Lhasa. For a hundred and forty-four miles, this line was pushed forward with incredible labor over the roughest kind of country. The unskilled work was done by Thibetan peasants, who took the place of the yaks as beasts of burden on trails where even these great ox-like creatures found the going too hard. Over the desolate heights,



along roads that were merely the roughest of tracks, these stalwart Asiatic villagers hauled the poles, a family of six often forming the "team" for a single pole.

The construction work was done by engineers of the India telegraph service "loaned" for the purpose to the Thibetan government. As the project was undertaken at the behest of the Thibetan authorities, there was little opposition on the part of the natives. A few of the more timorous, however, protested at the construction of the line across their fields, fearing that they might be held responsible and punished in case of accidental injury to the poles or wires.

The construction of the line to Lhasa is presumably a lasting achievement. The wires that link the capital of the great Dalai Lama with the outside world are designed to serve as a permanent communication system. Yet in various quarters of the globe telephone service has been established in the face of formidable obstacles to meet a temporary, or at any rate a highly specialized need. Of this character was the telephone line pushed out across the sands of Egypt to the tomb of Tut-ankh-Amen.

Burning Sands and Dripping Jungles

Under the broiling sun of Africa a platoon of Egyptians struggled up a precipitous hill. Scrambling, straining, pushing, heaving and hauling in the stifling heat, they finally reached the summit, dragging with them the pole-line equipment for the construction of this desert telephone circuit. The Valley of Kings, where lies the famous burial vault, is shut in by a steep hill. This, as well as the treacherous Nile, had to be spanned by the telephone line from the tomb to Luxor. This line was the first telephone circuit on the west bank of the Nile in this part of Egypt. It was not built for public use, however, but was designed solely to keep the archeological explorers at the tomb in constant communication with Luxor, and thus speed to the outside world news of the successive discoveries in the magnificent sepulcher of the Egyptian king.

The blistering heat of Egypt, in which this telephone construction was carried out, is at least a dry heat. Elsewhere telephone line-gangs have had to hew their way through dripping jungles, sweating in the humid atmosphere of equatorial islands.

On the rain-soaked tropical island of Borneo, lying only a few degrees north of the Equator, is a seven-mile telephone cable connecting the oil fields with the coast. These oil fields are at Lutong in the "Raj" (or principality) of Sarawak. From this remote spot communication has been established by telephone with the port of Miri—something of a feat considering the climatic conditions.

Sarawak has had a picturesque history. About eighty-five years ago the people rose in rebellion against the native Rajah who ruled the land. The rebellion was suppressed by an English officer, who thereafter himself ascended the throne and became Rajah of Sarawak in place of the native prince. The office of Rajah is hereditary and from that day to this it has been held by scions of the English family whose forbear assumed the

throne in 1840. An enlightened administration has done much for the country, and a large population of Dyaks, Malays and Chinese now flourish in a state of peace and prosperity that is in striking contrast to the turbulent conditions of a hundred years ago.

These examples illustrate some of the special requirements which have carried the telephone into remote and picturesque quarters of the globe. In Lapland the telephone is an aid to reindeer-herding. At the tomb of Tut-ankh-Amen it serves the needs of archaeology. In Sarawak it facilitates the business of oil production.

Although in certain cases the introduction of the telephone has been due to the needs of some particular undertaking, there is in many lands a growing appreciation of the value of telephone facilities of the general public. In various countries men are striving for the building up of telephone service along lines similar to those which have been followed in the United States, where the telephone was invented and where it has attained its greatest development.

"Dad, Here's To You"

WE happened in a home the other night and over the parlor door saw the legend worked in letters of red. "What Is Home Without a Mother?" Across the room was another brief, "God Bless Our Home."

Now, what's the matter with "God Bless Our Dad?" He gets up early, lights the fire, boils an egg and wipes off the dew of the dawn with his boots, while many a mother is sleeping. He makes the weekly handout for the butcher, the grocer, the milkman, and the baker, and his little pile is badly worn before he has been home an hour. If there is a noise during the night, Dad is kicked in the back and made to go down stairs to find the burglar and kill him.

Mother darns the socks, but Dad bought the socks in the first place, and the needles and yarn afterward. Mother does up the fruit—well, Dad bought it all, and the jars and sugar cost like the mischief. Dad buys the chickens for the Sunday dinner, carves them himself and draws the neck from the ruins after everyone else is served. "What Is Home Without a Mother?" Yes, that is right, but what is home without a Father? Ten chances to one it is a boarding house—Father is under a slab and the landlady is the widow. Dad, here's to you; you've got your faults—you may have lots of 'em—but you're all right and we'll miss you when you're gone.—*Suburban Times, Des Plaines.*

Facts About the Telephone

ILLINOIS has more telephones than the whole of Great Britain, including the great city of London with its millions of inhabitants.

There are more telephones in the United States than there are people in Turkey.

The ordinary desk telephone is made up of 201 separate parts.

New York State has more telephones than Great Britain, France and Russia combined.

There is more than one telephone for every three inhabitants in Atlantic City, N. J.

There are more telephones in use in the single state of Pennsylvania than in France, Italy, Russia and Austria combined.

Taxes paid by the larger telephone systems in the United

States in 1924 averaged more than \$138,000 a day.

Cuba talks with the United States on the telephone on an average of fifty times a day.

G. O. K.

NORMAN H. JOHNSON, speaking before the American Cotton Manufacturers' Association at Atlantic City, contributed to the humor of the convention by telling the story of a young wife, operating on a budget, who entered in the account book the following notations: Ham, \$5.40; Dress, \$41.50; G. O. K., \$1.80; G. O. K., \$10.21; G. O. K., \$7.30.

"What is this G. O. K.?" inquired friend husband.

"Oh, that means 'God only knows'—I spent the money."—*Forbes Magazine (N. Y.).*

Oh What a Funny Feeling

DO you remember away back when we used to hum that old song "Stepped on a Banana Peeling, Feet Flew Upward to the Ceiling, Oh, My, What a Funny Feeling," or some such words as these? Well, this same feeling applies to falls many employees receive to-day by stepping upon pencils dropped and left lying around on the floors of buildings. If you, who drop or throw these pencils upon the floors, could be lucky (?) enough to be the ones who "skidded" and really enjoyed (?) this funny feeling, you might be a little more careful in the future. Should you drop or see a pencil lying on the floor you would pick it up so as to be sure you yourself or your fellow employee did not step on it and receive a fall which might result in a serious injury.

There have been several accidents due to this cause in the past few months so the Safety Bureau is again asking all employees to assist in removing this hazard by picking up any pencil they may find upon the floor and being careful they do not drop one themselves and leave it lying around. Accidents don't just happen, they are caused, so let us remove the cause and thereby eliminate such accidents.

THE CUTE LITTLE PENCIL GLIDE



WE THINK THIS IS A GOOD CARTOON BUT IT SEEMS TO US THAT THE ARTIST HAS THE IDEA BACKWARDS

To make the poor girl look ridiculous because she had the misfortune to step on a pencil which someone else had carelessly left on the floor, is a little bit unfair. If she had fallen down a flight of stairs and broken a couple of ribs, it might not have been so funny. This is the thing that is liable to happen when pencils are carelessly dropped around. So we let the cartoon ride.

Illinois Bell Wins Second Place in First Aid Contest

TRAILING by a bare one-fourth of one per cent, the first aid team of the Illinois Bell Telephone Company won second place in the Second Annual First-aid Contest among teams representing Chicago utilities. The Chicago Rapid Transit Company's team, with a score of 99.20 per cent won the contest, with the telephone team following with 98.95 per cent. The contest was under auspices of the American Red Cross.

The contest was staged at the big First Regiment Armory on the night of June 18 and was witnessed by a large crowd of rooters backing all of the teams. The rivalry was intense, but, of course, good natured. The audience numbered about 3,000.

The Illinois Bell Telephone Company's team was recruited and trained within three weeks and made this splendid showing against teams that have been given intensive training over a long period. With only two weeks' practice the boys made an average of 98.95 per cent, with two perfect scores out of five.

The team consisted of Harry Hood, captain, Gary; R. L. Andrews, Geneva; W. C. Atwood, and S. H. Heichel, Hammond; Edwin Dedouch, Oak Park; V. E. Lowden, Chicago. All the men are from the Suburban Division.

About one year ago, on the occasion of the first contest of this kind, the Illinois Bell team finished third, with a score of 95. The telephone company's climb to second place is a tribute not only to the energy and skill of the men on the team but also to the progress of the organization as a whole, from which the team was recruited. The Suburban Division is particularly to be congratulated.

The scores of all the teams averaged three to five points higher than last year.

Spell by Code in Telephoning Names

IN these days when a large number of news items are transmitted to the newspapers over the wire by reporters and others, it is not surprising that mistakes in the spelling of

names or in initials sometimes occur. There is nothing that distresses people quite so much as to see their names appear with the wrong initials or with the name itself slightly misspelled.

Newspaper editors realize this, but they also know that by using a simple letter code over the telephone in giving names and addresses such errors can be avoided.

There are five letters in the alphabet that sound nearly alike, but few people realize this. These letters are t, p, d, e and b. Not only that, but m and n are telephone Siamese twins, and c and g are at least first cousins. These are the letters that are usually responsible for the mistakes that appear.

The difficulty is not confined merely to newspaper offices, but is commonly met with by those taking messages by telephone. Newspaper men have found that the best way to offset this is to adopt a code system of indicating a name when giving the initial as, for example, b as in Benjamin, p as in Peter, d as in Daniel, etc.

But and If

"IF" he had been more careful the accident might have been avoided, or, "but" she failed to grasp the plug shell as she was instructed. These two little words, but and if, seem to be running a close race.

On almost every accident report received, if it does not plainly state "if so and so had been done," or "but he didn't think," you can read between the lines and continually run into those two same words. It's "but this," "but that," and "if he" or "if she." But "dern it," maybe after all, these words are the key to the preventing of accidents.

If the "buts" can be eliminated, maybe there won't be any accidents. Instead of saying after it happened, "but if it had been done that way," let us do it right the first time and then there won't be any need for conversation.



GROUP OF BELL WORKERS WHO SOLD POPPIES FOR THE BELL POST, AMERICAN LEGION, ON MAY 29th
They are: Lea Bush, Marie Madden, Catherine Callaghan, Helen Wagner, Josephine Caffell, Evelyn Cingolane, Mrs. Mary Kernick and Agnes Curtis of Monroe; Eleanor Ryan and Ruth Goldworthy of West, and N. L. Jannenga, Adjutant, Bell Post.



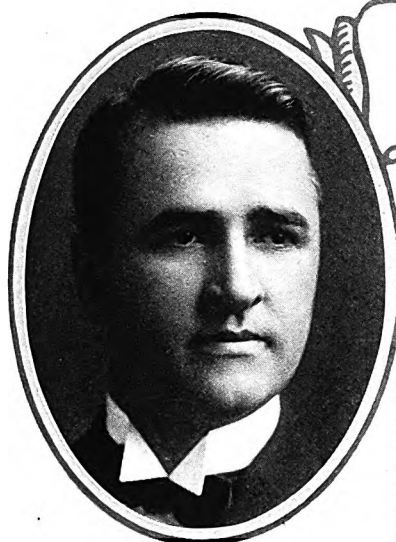
D. C. Porter, Vice President
General Traffic Supervisor's
Office



J. S. Robson, President
Plant Engineering



A. G. Erdman, Secretary
Chicago Plant



Arthur Perrow, Director
Accounting



Albert Arndt, Treasurer
Suburban Plant



H. W. Paddock, Director
Legal Department



Herman Van Herik, Director
Construction.

At right—M. H. Fox, Director
Illinois Division Plant



E. V. Jones, Director
Buildings, Supplies and Motor Equipment
Department



SOUTH CHICAGO'S RECORD-BREAKING GROUP OF SISTERS, THIRTY STRONG

South Chicago Office Sets New Record

ALL good things come in pairs. Some time ago Hagerstown, Md., raised a new issue by asserting that six pairs of sisters were employed in its telephone office. It was considered an unusual record until word was received from South Chicago Office, Chicago, that fifteen pairs of sisters were employed there. The above photograph was taken and as the BELL TELEPHONE NEWS was about to go to press, Madison, Wis., also reported fifteen pairs, but South Chicago acquired still another pair of sisters, which set the record at sixteen.



THE WINNING PAIR

Esther and Emma Gall of South Chicago Office, Chicago, who made the sixteenth pair and won the record for their office.

Starting at the back row, from left to right, they are: Margaret Redell, junior supervisor, and her sister, Mrs. Mary Lynn, operator; Clara and Mabel Selmer, operators; Mary and Rose Weber,

operators; Kathryn O'Keefe, supervisor, and Rose O'Keefe, operator; Kathryn Ferry, supervisor, and Gertrude Ferry, operator. Second row: Mrs. Marie Dooley and her sister, Mrs. Mabel Lowe, supervisors; Mrs. Bertha Silvers and her sister, Mrs. Mildred Bales, operators; Bernice and Marie Smith, operators; Helen and Lillian Zyznerski, operators; Olga and Lena Behnke, operators. Third row: Bernice and Margaret Marcelak, operators; Alice and Jeanette Pilot, operators; Anna and Agnes Lawver, operators; Elizabeth and Cora Nielan, operators; Margaret and Catherine Quinn, operators.

Esther and Emma Gall are the latest, though not necessarily the last set of sisters, for South Chicago girls like the homelike, genial atmosphere of their office and the clean, fascinating work, and endeavor to interest their sisters in it with a view to their eventually finding employment with the Illinois Bell Telephone Company, and preferably at South Chicago Office.

Fifty Years Old in 1926

NINETEEN-TWENTY-SIX is the semi-centennial year for the telephone industry because of two significant fifty year anniversaries.

Alexander Graham Bell's first intelligible sentence, "Mr. Watson, come here, I want you," was heard over the telephone on March 10, 1876, and in the same year Dr. Bell exhibited his apparatus at the World's Fair in Philadelphia, where Dom Pedro, emperor of Brazil, made the memorable exclamation, "My God, it talks!"

Now Have Telephones at Grand Canyon

ONE of the last of the widely known places in the United States to become accessible by telephone is the El Tovar Hotel on the rim of the Grand Canyon. Telephone connection with the outside world has now been completed by a 240-mile wire to Phoenix, Ariz. The wire connects with the new transcontinental line between Chicago and Los Angeles, which is the longest through telephone circuit in the world.



THREE CHICAGO TRAFFIC DEPARTMENT ACCIDENT PREVENTION COMMITTEES WHICH ARE DOING BIG THINGS

Group at left: Irving Office, left to right—Alma Somers, Bernice Nigg, Emily Thompson, Elizabeth Biak, Juliet Walters. At right: New-

castle Office, sitting left to right—Lillian Rode, Gertrude Bransky, Evelyn Cady, Edith Nagle, Laura Merriman, Estelle Turner. Kildare Office,

standing left to right—Edna Westhoff, Mayme Abel, Gertrude Walsh, Helen Brewer, Anna Gallagher, Merle Lind.

Traffic Safety Committees Do Good Work

WHEN we say the above committees are doing big things along lines of preventing accidents, we mean exactly that. These girls form an army and proudly float their banner inscribed, "They shall not pass"—which, of course, in the language of accident prevention work means—"We do not believe in accidents and are exerting every effort to prevent their happening."

The accident records of their offices show very small figures, and, if framed, could be hung on the walls of their respective offices with just pride as they are evidence of real accomplishment in preventing accidents.

The report on which the last accident case from Newcastle Office is recorded has since turned yellow with age, at least it comes under the "Do you remember way back when" class. Kildare and Irving Offices, sister offices in this group, also have very fine and active committees, and through the splendid coöperation of Mr. Bacon, district traffic superintendent, and the chief operators Misses Lund, Harrington, Christianson, O'Grady, and Mrs. Morris, these accident prevention committees are being helped in this splendid work.—H. A. Mott, supervisor of safety.

Automobiles and Children

THIRTY-TWO per cent of the 20,000 persons killed in automobile accidents in the United States last year were children under fifteen years of age, research by the National Safety Council has determined.

The council, as a part of a nation-wide campaign to lower the death toll of such accidents during 1925, has issued the following statement:

Many drivers are careful on congested business streets, but careless in residential and other districts where children are to be found in numbers.

In spite of the danger, many children make the street their playground or in chasing each other or a ball they may suddenly dash into the street in front of a moving vehicle.

Drivers should assume that every child on or near the street is going to dash suddenly in front of their cars. You cannot tell by looking at a child what it is going to do. You should, therefore, drive slowly and have absolute control of your car:

1. Not only when children are playing in the street, but also when they are playing near the curb or on the sidewalk.
2. When passing schools or playgrounds.
3. When approaching persons on bicycles, tricycles, roller skates, kiddie cars, etc.

Drivers should caution their own and other people's children about the dangers of the street. Positive information as to how to conduct themselves on the street will be more effective with children than mere "don'ts."

In many communities school children are being taught safety with regular school studies. Motorists should coöperate in this good work and should take every precaution to prevent accidents to children.

If you expect other persons to avoid injuring your children, you should take care not to injure the children of others.



The Original Practical Joker

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AMORY T. IRWIN, Editor

EVERETT E. FRIGANZA, Assistant Editor

"Costs Too Much"

RECENTLY we were talking with a friend who is employed by a large corporation. He appreciated that the departments handled the company's regular business in an efficient manner. All angles seemed to be cared for, including the expeditious handling of complaints, even when the latter are made to employees in departments not involved.

"But many good suggestions die—are actually killed—because it is so easy for somebody to say 'It won't work' or 'It's too expensive,'" he said. "I am referring to suggestions originating in one department for possible use by another. An operating or accounting man may think of a machine or method useful to the other, or to the advertising department. Yet his own supervisor or the department head will refuse to pass it along."

Good suggestions may originate with any employee, and any concern would like to have the full benefit of all its employees' useful ideas. A company suggestion box might meet our friend's approval, but a simpler way should be for supervisors or department heads merely to forward suggestions to somebody in the department for whose use they are proposed. Many times it is impracticable or too expensive to follow new proposals, but the best judge of this is somebody whose department handles the work involved in the suggestion.

* * *

Universal Service

By John Lane, Accounting Department

UNIVERSAL Service, the term used by the Bell Telephone System, is no mere high-sounding phrase. It is a descriptive term expressing a plain statement of fact. Universal service is being rendered.

There may be a tendency to include this term as one of the multitude of slogans or catch phrases that are used by various organizations to describe and define

"CALLS TO BE COMPLETED"

1. Every employee and every subscriber a stockholder.
2. Complete coöperation between every department and every person.
3. Harmonious public relations. Remember—You represent the company to the public. Be courteous.
4. Make "Accident Prevention" your slogan.

what they wish the public to conceive of as their characteristics—their aims and objects. These slogans mean all things to all men. One glorifies youth or the new idea, calling it progressivism; another venerates the old established, calling it conservatism. Some emphasize service, others quality, still others quantity. Many are trite and meaningless, some are bromides and frequently it requires considerable imagination to conjure up the

connection between the slogan and the aims and objects of the organization that appropriates it.

The telephone company's "Universal Service" is different. It means what it says. It isn't a promise or a hope, it's a demonstration. The promise has been fulfilled. Universal service of standard quality is actually being rendered.

To try to define telephone methods or results in terms of statistics or methods or organization is to leave the secret of its vitality undisclosed. The secret of telephone results lies in the fact that the members of the organization from the top to the bottom have an ingrained spirit of service and of loyalty. They are ready to brave nature's outbursts and any industrial or political storms that may be brewing. They know they are on a staunch ship. Their course is laid on the chart—Standardization—Uniformity—Universality.

* * *

Keeping Up with the Joneses

ONE should possess sufficient individuality not to be influenced too much by what others do or say.

The failure of most people to be thrifty is due to their trying to keep up with the Joneses and the Joneses trying to keep up with them.

One should remember that only about one out of ten has sufficient property at age sixty to support himself without working or receiving assistance from others. This would indicate that some of the Joneses were not good examples to follow.—*Western Electric News*.

LETTERS COMMEND SERVICE

COURTESY and thoughtfulness and a real desire on the part of telephone employees to be of service are reflected in many letters received this month from appreciative subscribers.

"We wish to take this opportunity of assuring you how much we appreciate the very kind treatment and courteous attention accorded us by your commercial manager, C. Olson," says a letter from C. L. Alexander, Chicago sales manager for the Chevrolet Motor Company. The letter continues, "He personally has taken a very keen interest in this matter and has arranged our listings in such a way that we are more than satisfied."

* * *

Miss Elsie Viola Larsen, a Chicago subscriber, has written to commend the service and help she received from Sylvia Le Beau, West night operator, who handled a police call for the subscriber. The home of Miss Larsen was being broken into in an early hour of the morning by two men. Miss Larsen lives alone with her blind step-mother and writes that she feels that she owes her life and the safety of her home to the quick work of Miss Le Beau.

* * *

"Our service has improved considerably, and Miss Caroline Klein, P. B. X. instructor, who was assigned to supervise this service, deserves a good deal of credit for the good work she has done," says Frank Ryan of the Material Service Corporation.

* * *

Miss Annie Devens, Harrison supervisor, has one of the longest service records in the Wabash District, having entered the service in September, 1906. In a recent letter commending her service A. D. Pickell of the Baldwin Piano Company says, "Operator 7008 is the most efficient operator I ever have had call a long list of numbers for me."

* * *

W. Lane, manager of the St. Regis Apartments, commends the excellent service received from Miss C. Berberick, Mrs. M. Quinn, Mrs. A. Coleman, night operators, and Mrs. B. Landon, night chief operator, all of Oakland Office, on an emergency call for a nurse.

* * *

"Yesterday we unfortunately had a fire at our plant which placed out of commission our telephone service. We reported this matter at 4:30 and at 6 you had your repairmen working at our office. We wish to go on record as expressing our appreciation for this prompt service," says a letter from John A. Lloyd, assistant district manager of the Sun Oil Company, Chicago. L. F. Piper, testman; G. H. Johnson, C. A. Laurent, exchange repairmen, and W. Cowburn, station repair foreman, are the plant men responsible for this good job.

* * *

"It is always a pleasure to compliment a man who has handled himself as J. A. Polachek (P. B. X. installer) has in connection with the installation of our telephone," writes R. R. Black of the E. Katz Special Advertising Agency.

* * *

A. M. Jens of R. E. James and Company, Chicago, has this to say about the service he received on a recent installation: "In a smaller organization it is perhaps not unusual to find uniformity of courtesy, coöperation and efficiency but when such a condition is found in an organization as large as yours it is indeed worthy of special comment. With such men in your organization as Walter Bell (Traffic), L. P. Ritzma (Commercial), Martin Ingels (Plant), and others it is easy to see why your

company so readily maintains its high standard and we feel that it is only fair for us to tell you of it."

* * *

"I wish to express my personal appreciation to you and to your organization for the very effective work which they did for us in connection with our moving into our new building. Your men worked diligently and handled themselves very courteously under the most trying conditions, and I would very much appreciate your letting them know that I personally and my organization in general, greatly appreciate the work that was done in installing and maintaining telephone service to us under the conditions." So reads a recent letter from Morse Dell Plain, vice president of the Northern Indiana Gas and Electric Company, in telling of a recent move made by this utility company. Employees taking part in the move for the Northern Indiana Gas and Electric Company include: M. H. Campbell, wire chief; J. Lendabarker, installation group leader, Hammond; C. E. Williams, installation group leader, Gary; G. Van Steenberg, supervising foreman; H. Baker, line foreman; R. S. Pennington, splicing foreman; G. Comeau, P. B. X. installer, and about twenty other employees.

* * *

Miss Anna Shapiro, a Harrison operator, who recently resigned to be married, was complimented by E. N. Baty, secretary of the Chicago and Cook County Bankers' Association, in a recent letter which read in part as follows: "We have just learned that your operator No. 7138 is leaving your employ. Before she leaves we want her supervisors and associates to know, by means of this little note, how deeply we appreciate the splendid service that she has rendered us during the past several months. Her courteous and intelligent handling of our calls is little short of inspirational."

* * *

"Thank you kindly for your untiring efforts to give us the necessary telephone service during our trouble of May 15," says Mrs. Jessie B. Wall in a letter thanking Elmer Winkleman, Oak Park testman, for arranging for temporary service to aid during the emergency following the shooting of Dr. Wall by a burglar.

China Slow to Use the Telephone

IF the Chinese could be persuaded to use the telephone as much in their native land as they do in America, the demand for service would be insatiable. In San Francisco's Chinatown there is a special Chinese telephone exchange, housed in a picturesque pagoda. Thirteen Chinese operators are kept busy handling Chinatown's telephone calls, which average about 11,000 a day. American enterprise has developed this Chinese telephone traffic in San Francisco, but in the Celestial republic itself all business moves slowly and the growth of the telephone system is very gradual.

Will Telephones Make M. P.'s Lose Their Jobs?

BECAUSE they have telephones in their homes, certain members of the British House of Parliament learned recently that there was danger of their being deprived of their seats. The British telephone service is owned by the government and is an adjunct of the Post Office service. According to an act of George III's parliament, any person undertaking a contract with a government department shall not be entitled to sit in the Houses of Parliament, and as the telephone is owned and operated by the government, the question has come up as to whether or not the law is being violated.

OAK PARK, THE WORLD'S BIGGEST VILLAGE

Thriving Residential Suburb of Chicago Has Retained Its Original Form of Government—Is Served Telephonically in Conjunction With River Forest and Forest Park

IF you want to see a truly beautiful town, drive to Oak Park, and don't be content merely to drive to it. It will be well worth the time and effort to drive all through it and enjoy its beauties. We would like to show you the place by means of pictures but after all, photographs, nice enough in themselves, are poor substitutes for the actuality of being there in person, of breathing the clear atmosphere and seeing the town with its spreading lawns and towering trees that seem like a great green roof sheltering thousands of flower beds, that are now, in July, especially resplendent with color.

This is equally true of the neighboring towns of River Forest and Forest Park which seem to be one community with Oak Park, blending together almost as a single city even though having distinct municipal governments.

Oak Park is a village—just a village and no more, but it is the biggest village in the United States, and what is still more important, it is probably among the best managed of all villages—large or small.

Willis McFeeley is the president of the village and the representatives are "trustees" not aldermen; and one would have to go a long way to find representatives more devoted to municipal

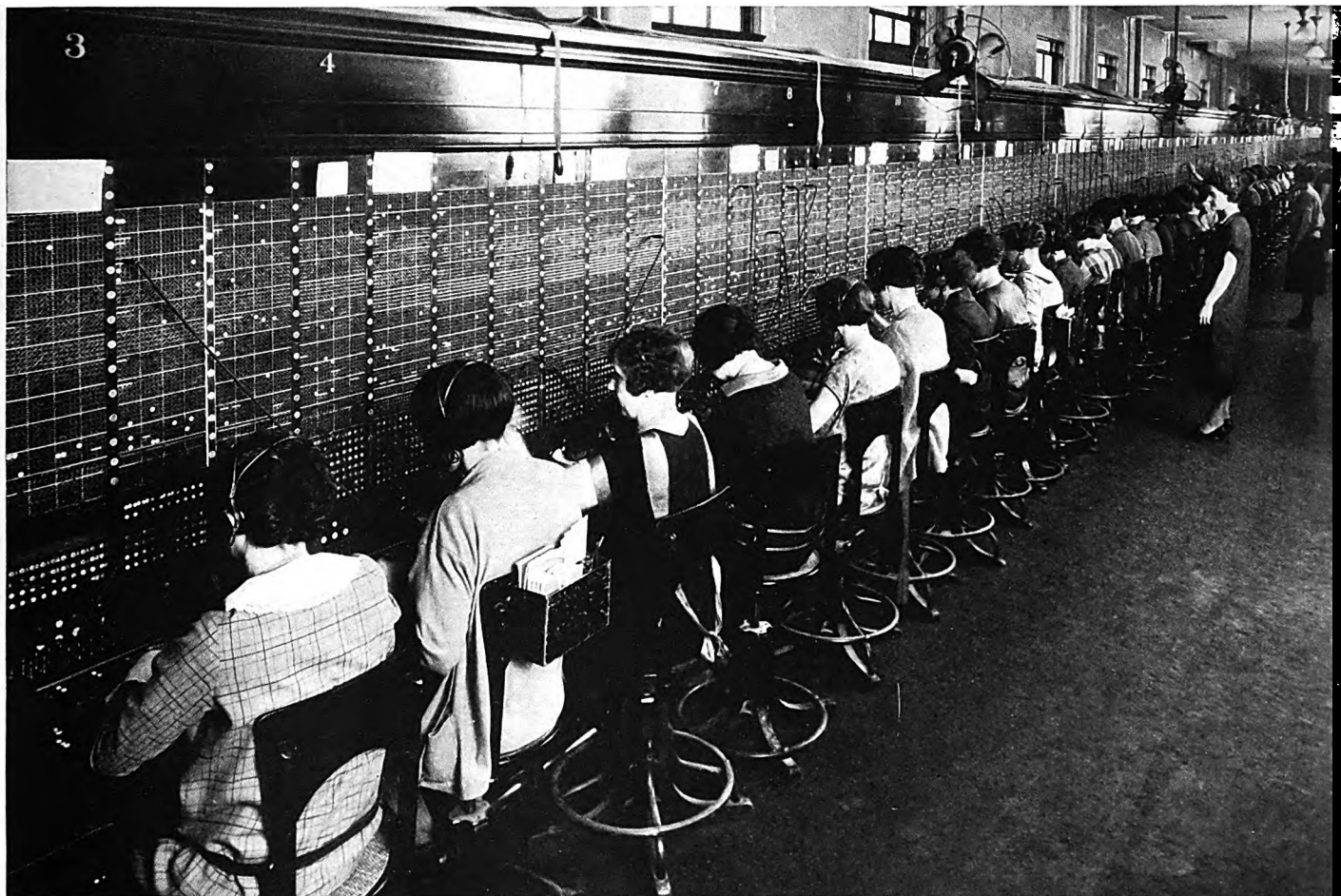
interests than this Oak Park Board of Trustees. Loyalty to Oak Park is a village tradition and woe to him who violates it.

The *Daily News Almanac* gives the population of Oak Park as 40,000 in 1920—but now it must reach at least 54,000 or maybe more—so you see that the village is quite a city after all, and it has all the conveniences of a city with the joys of a village. The streets are universally good, and the fine transportation facilities to and from Chicago make it an ideal residential spot. The elevated, Oak Park line, takes one to Oak Park in about forty minutes and the steam road does the trick in much less time. Two boulevards extend direct to the "Loop" in Chicago.

There are very few manufacturing plants in the town and this fact contributes largely to the general cleanliness of the place, its freedom from smoke and cinders.

For quite a number of years there has existed in Oak Park—a public service concern which furnishes heat to its subscribers, being piped to them underground. This kind of service among American cities is rare.

This same company at one time supplied artesian water to the village, and many will remember the old reservoir, now abandoned



A PORTION OF THE OAK PARK SWITCHBOARD

There are seventy-five positions in one straight line, and it is a marvelous sight at a busy period, with seventy-five operators and a dozen supervisors handling the traffic. This is considerable equipment for a village.



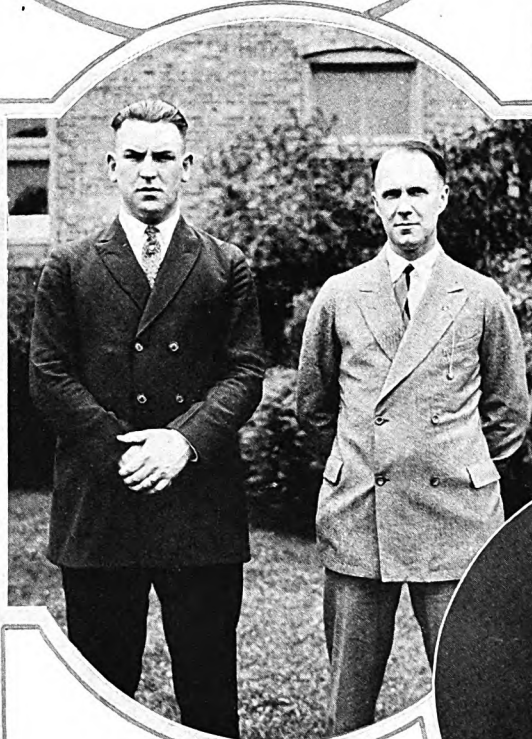
C. P. Corning, District Commercial Manager.

OAK PARK'S SUPERVISORY FORCE



Above: H. A. Peterson, District Traffic Supervisor.

Below: H. W. Beecher, Commercial Manager.



Above: George Schnulle, District Plant Engineer and Jack Chase, District Plant Chief

At left: Mrs. Georgine Kransfeldt, Chief Operator.



ERNEST SCHNULLE
Supervising Line Foreman.

and filled up, in the block where the Avenue State Bank now stands.

A few years ago the village made a contract with Chicago for its water supply so that it now purchases Lake Michigan water from the city.

The increased demand for water, incident to the rapid growth of the village, has brought about a tendency to a shortage in the daytime flow of water. To remedy this approaching condition the village has designed and now nearly completed a huge underground reservoir lying just south of Lake Street and a few blocks east of the Village Hall. This reservoir when completed will be for a reserve supply, filling at night for use the next day by the aid of a system of auxiliary pumps, to keep up the pressure so that no one need fear for the future water supply of Oak Park.

The village has its splendidly manned and equipped Fire and Police Departments, with up-to-the-minute apparatus of which it proudly boasts.

The Oak Park High School has a national reputation and, of course, this could not be if it were not supported by the efficiency

of the grammar and lower grades, which are of the highest standard.

The demands upon the high school have grown so much that it has become necessary to make additions to the buildings—which work is now in progress—and not far from completion.

Every way one turns he sees churches of superb architecture and a credit to the community. Owing to the large trees and the shrubs that surround them, and the ivy that climbs their walls, it is very difficult to photograph them to advantage, but as one walks or drives by them the changing view brings out their beautiful lines and charming colors. Nor is this true alone of churches—there are very many truly wonderful homes almost hidden from

view, this time of the year, by their beautiful settings of surrounding vegetation.

There is little doubt but that the automobile as well as the telephone has contributed largely to the unprecedented growth of



Oak Park and surrounding territory, for there is a garage or two nearly every yard—and it speaks well for the pride and civic spirit of the Oak Park people generally that they take almost as much pains with the architecture of their garages as they do of their homes.

The village is noted far and wide for its clubs, its societies and social activities. The clubs in particular, are among the finest the land, several of which are prosperous and progressive enough to own their own quarters. All these institutions are of great benefit to the town if for no other reason than that they contribute to town pride and patriotism.

Financially, Oak Park speaks for itself in the number and character of its many banks. Their joint capitals into many millions, the buildings themselves being the outward evidence of the general prosperity of the community.

The Village Park Board looks after the interests of the many small parks scattered over the town, which are maintained in the true Oak Park manner of doing things well.

Thousands of Oak Park residents live their business interest in Chicago and we, in the telephone business, know that this is possible for two reasons, transportation and telephone service. Of transportation we have already spoken and we must not overlook the marvelous development of the telephone service which has contributed so much to the growth not only of Oak Park but of all progressive communities.

In the early days of telephone service in Oak Park there was toll station in a drug store on the southeast corner of Lake and Marion Streets. The little telephoning that was done in those pioneer days had to be done from this point. As the demands for service grew under the management of the suburban superintendent, then W. R. Abbott—it became necessary to install the first central office which was on the floor above. This was a little over thirty years ago. The switchboard was, of course, of the old ring down type, and served the purpose until the demands for service outgrew the capacity of the place.

Then the central office was moved to a new building built by the telephone company at 118 Marion Street, as many will remember, on the spot now occupied by the Community Hall, the building having been remodeled for this requirement.

In this, the first "home of their own," the new telephone office served the community for several years or until again crowded to the limit for space, and then came the latest move. You know, Oak Park will keep on growing, and telephone service must try to keep abreast of the increased demands, so it was not many years until it became necessary to build larger, and it may be added better quarters for the telephone office and those necessary branches of the business which go with it.

Accordingly a site was selected at 614 Lake Street and a very fine building was soon erected.

Then came the very expensive job of moving to the new quarters where the office is now located. To many of us this seemed plenty big enough for future needs for at least a long period.

It seems as though the company was hardly settled in the new and elegant quarters when the officials of the company were planning on a further increase in capacity and consequent extensions to the building.

And now in July, 1925, we find that there has just been com-

pleted an extension to the building, and an addition of two more stories to the central office.

This increase is intended to care for not only the future growth of Oak Park, but includes the telephone service of River Forest and Forest Park.

In the evolution of the work it was found advisable to abandon the use of Oak Park as a telephone prefix and to use "Euclid" instead. The prefixes for the additional units, are "Village" and "Forest." These units take care of the three towns Oak Park, River Forest and Forest Park.

This office or combination of units cares for approximately 20,400 stations. One switchboard alone—on the second floor—has seventy-five positions in one straight line, and it is certainly a marvelous sight to see this board at a busy period—with seventy-five operators and a dozen supervisors handling their portion of the traffic.

It adds still more to the impression to cross to the other side of the room and see another line of switchboard of about the same magnitude running in the same direction. This one, however, includes the toll board, information and intercepting

positions, which with the Euclid "B," Forest "B" and Village "B" boards makes an office which ranks among the largest.

There are 300 operators in the Oak Park force—and we would like to have shown the pictures of all of them—but this was impossible, so we captured a group or two as they went to dinner which may be assumed as typical of the rest. The third floor of the office is at present devoted to operators' quarters, cafeteria and locker rooms and on the upper floor there is in process of construction an additional switchboard of twenty-four positions to be cut into service as soon as the Western Electric has completed it.

The Commercial Department, that's where we all pay our bills, occupies the front half of the main floor—and is just about fairly settled into its quarters since the reconstruction of the building.

The Plant Department occupies the rest of the main floor and right now it is a particular center of activity—because the Western Electric force is still working on main frames, runway and cables for the newer units. When one gets to see this kind of work and understands its enormity and importance it leads to the conclusion that telephone service is after all about the cheapest of all the commodities.

Of course the Plant Department has a great deal of work in connection with the increase and maintenance of telephone work that is seldom seen or appreciated by the telephone public.

We managed to get a group picture of a few of the plant men reporting at the office. It was taken just before dinner, which may account for any disconsolate or dejected looks—if such there may be.

Oak Park is the official center of a telephone district and the construction and engineering headquarters are located at the "Store House" at 52 Forest Avenue, River Forest.

Here is located, quite a force of people, taking care of the construction, repair and engineering needs of the district. Their greatest dread—and it is a good subject to think about now in July, is sleet storms.

They have had a couple of bad ones to cope with during the last few years—but this is the "gang" to do it when it has to be done. There is Jack Chase, district plant chief, and George

ANCIENT HISTORY BROUGHT UP TO DATE

A Roster of the Telephone Managers of Oak Park

W. S. McKnight.....	March 6, 1895
J. F. Hughes.....	October 1, 1898
G. W. Cummings	February 1, 1901
W. H. Drew	June 20, 1901
G. T. Gibbons	November 1, 1903
J. P. Ganner	May 1, 1905
J. S. Ingram	July 1, 1907
W. J. Patterson	June 1, 1908
J. H. Riddel	February 2, 1909
C. P. Corning became district manager.....	February 2, 1911
H. W. Beecher, commercial manager..	June 1, 1921

Schnulle, district plant engineer. We photographed them together. Mr. Schnulle is the one who plans the way for the Construction Department to do the work. Perhaps he is like the hod carrier who didn't do any of the work; he merely carried the brick and mortar for the mason who did all the work. Mr. Chase did not tell this story, but we think that he would not be above it if occasion demanded.

The construction forces in the district are under the supervision of another Mr. Schnulle, Ernest, (the father of George), supervising line foreman, and R. W. Dehler, district supervisor of splicing. Unfortunately Mr. Dehler's photograph was not available.

We regret the inability of a single still picture to show the beauty of the yard in front of the store house, but it is kept in splendid order by one who seems to know how.

Oak Park should be—and no doubt is truly proud of its telephone building and the service it renders to the community. This is made manifest in the most practical manner in the amount of telephone service it demands.

The local service is very active, and the toll business naturally very heavy; a logical sequence of the fact that Oak Park is a high class residential suburb.

If we dared project the curve of growth during the last twenty years, into the future and from it make predictions we might well expect to see Oak Park doubled in every way within the next quarter century.

Out at Home

"OUT" calls the umpire as the base runner is nipped at the plate by a swift sure peg from second. The game is lost.

"It's great to be safe at home without the foreman and safety committeemen everlastingly telling you to watch your step," thought Jake with a yawn. "No dangerous machinery, no—"

Jake's monologue on the peace and security of home, sweet home came to a sudden stop as he tripped over a kiddie car "parked" at the top of the stairs and landed with a thump at the bottom. The floor was undamaged.

"Jake won't be at work for a few weeks," said his wife to the foreman over the telephone next morning. "He fell down stairs and broke his arm."

"What the —!" said the foreman as he hung up. "Two men knocked out at home in one week and we haven't had a lost time accident here for two months. And they call this a dangerous department. Some of these birds need a safety inspector to watch them at home." Most of the accidents in the home happen to women and children but men get hurt, too. Companies that

check up absence find that a large amount of time is lost because of injuries at home.

There's a reason for everything, including the frequency of home accidents. At work, the danger is realized and workers are on their guard. At home, they feel safe and neglect even the simplest precautions. In the plant, the safety organization is on the watch to discover unsafe conditions and the Plant Department is on hand to make repairs promptly. At home nobody is responsible for keeping conditions safe. Repairing the porch railing or replacing the burned out lamp at the head of the cellar stairs is postponed till the evening paper is finished and then it is forgotten. Many are willing to spend money for new accessories for the automobile or the radio, but it hurts to come across with the price of a good stepladder.

Many homes have no first aid supplies, except perhaps a bottle of iodine so old that it burns like a hot poker. But a cut or scratch is just as dangerous at home as at work.

Only when someone in the household feels the responsibility for safety and all members of the family become actively interested in it, is it possible to be "safe at home."

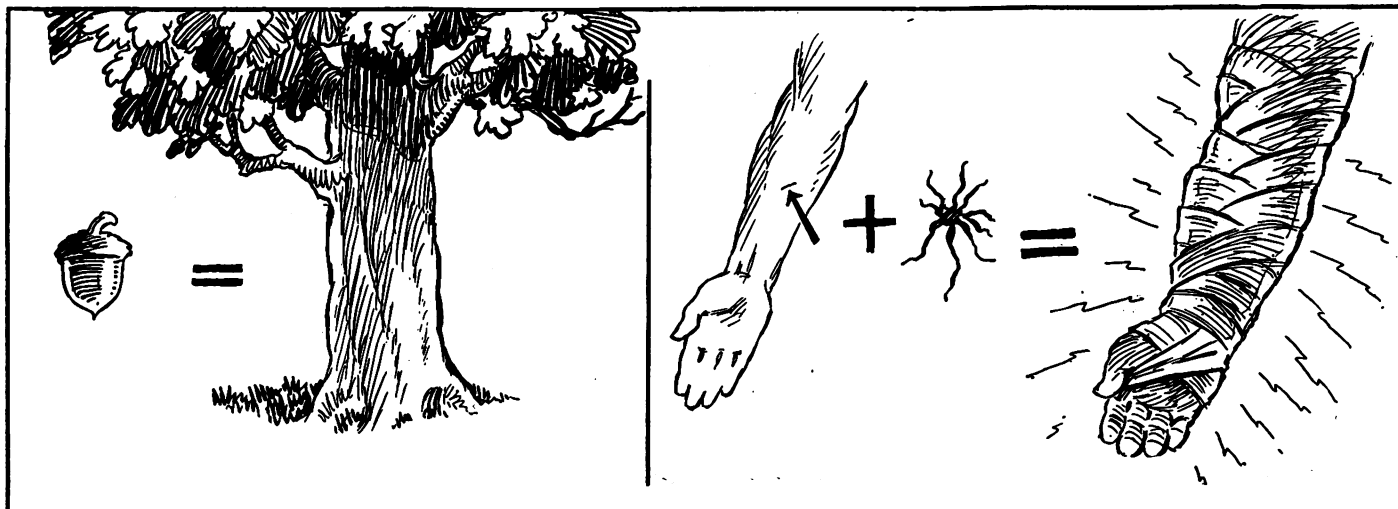
Grant Prophesied Great Future for Telephone

WHEN Ulysses S. Grant returned from his trip around the world early in 1880, he visited in Platteville, Wis., and there it was that he had his first experience with the telephone, which had been invented only a few years before and which, at that time, had not as yet become widely known. A public reception was accorded General Grant in Platteville, and while it was taking place he was informed that some gentleman from Lancaster, Wis., desired to talk to him over the telephone, this being one of the first lines, if not the first, in southern Wisconsin. General Grant was much impressed with the new invention and prophesied a great future for it.

Most Reliable in the World

ONE of the finest traditions in the telephone business is the high type of loyalty and devotion of telephone employees.

Hardly a day passes but that some telephone employee demonstrates this devotion in the highest ideals of duty and obligation. And it is partly due to this effort to give telephone service at all times and under all conditions that makes the telephone service of the United States the most reliable in the world.—*Brainerd, Minn., Dispatch.*



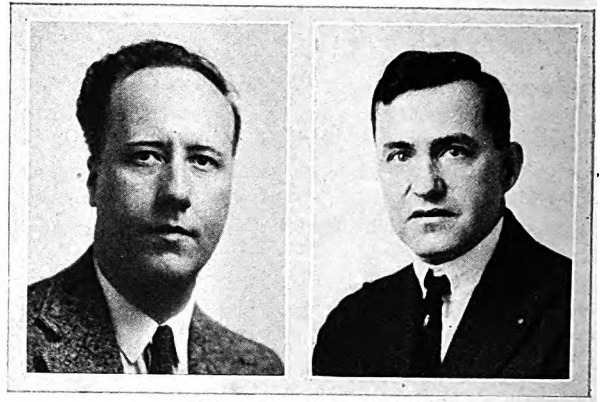
Construction

A STUDY IN EVOLUTION

Destruction

TWO \$10,000 SALESMEN AND NEW MEMBERS OF THE TEN CLUB OF 1925

Membership in the Ten Club is open to all employees who have made ten or more sales of American Telephone and Telegraph Company stock since January 1.



\$10,000 STOCK SALESMEN

G. L. Anderson, Station Repair Foreman. 109 Shares.

Samuel H. Crandell, Wire Chief, Chicago Plant. 150 Shares.



Robert T. Robinson, Exchange Repairman, Chicago Plant. 30 Sales.



Ledden A. Wright, Chicago Commercial. 13 Sales.



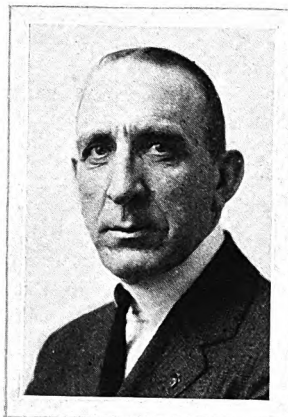
J. F. Wagner, Machine Switchman, Chicago Plant. 27 Sales.



W. Hallarn, Station Installation Foreman, Chicago Plant. 47 Sales.



A. C. Skafgard, Station Installation Foreman, Chicago Plant. 18 Sales.



Sam Bowsher, Supervisor, Underground Construction, Chicago Plant. 18 Sales.



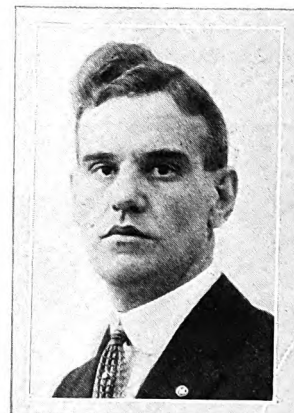
R. V. Gossett, Exchange Repairman, Chicago Plant. 73 Sales.



Above: John M. Miller, Exchange Repairman, Chicago Plant. 21 Sales.



G. A. Peterson, Chicago Plant Dispatcher. 19 Sales.



Above: R. C. Smale, Station Repair Foreman, Chicago Plant. 24 Sales.



At left: J. G. Gardner, Senior Switchman, Chicago Plant. 22 Sales.



At right: Sylvester Donohue, Exchange Repairman, Chicago Plant. 86 Sales.

NEW TEN CLUB MEMBERS

The Ten Club is composed of employees who have made ten or more sales of A. T. and T. Co. stock. Why not join?



Lillian Mooney, Kedzie Office.
10 Sales.



W. J. Kinsley,
Engineering Assistant.
11 Sales.



C. A. Jacobsen,
Station Repair Foreman.
12 Sales.



Edna Corliss, Kedzie Office.
10 Sales.



T. E. Freeman,
Division Central Office
Installation Superin-
tendent, Chicago Plant.
16 Sales.



Miss Mae Fairhead, Rockford
Traffic. 10 Sales.



Mathilda Musker, Kedzie Office.
10 Sales.



J. F. Stephen,
Commercial Manager,
Gibson City.
10 Sales.



H. A. Mott,
Safety Supervisor.
11 Sales.



F. W. Goebel,
Wire Chief,
Chicago Plant.
11 Sales.



At left—H. E. Mashburn, Safety Bureau.
15 Sales.



Above:
H. F. Thiele,
Splicing Foreman,
Chicago Plant.
16 Sales.



At right—Mrs. Emma Melmberg, Kedzie
Office. 10 Sales.



W. J. Kast,
Testman,
Chicago Plant.
14 Sales.



W. H. Inbusch,
Engineering Assistant,
Chicago Plant.
11 Sales.

ORGANIZATION CHANGES

Commercial Department

Chicago Division

S. L. Elbel appointed commercial manager of Humboldt Unit.
J. M. Casey appointed commercial manager of Calumet-Douglas Unit.

Engineering Department

In order more closely to coordinate equipment and building engineering, a new position is established with the title of "equipment and building engineer." L. R. Mapes is appointed to fill this position. The equipment engineer and the engineer of buildings will report to the equipment and building engineer. Those reporting to the equipment engineer and to the engineer of buildings will continue to report as at present.

Engineering activities involving long periods in the future—such as the exchange and toll fundamental plans, the provisional estimate and five-year budget and program studies—will be grouped under the "plant extension engineer." G. B. West is appointed to this position. E. H. Bangs will continue as fundamental plan engineer reporting to the plan extension engineer. Those now reporting to Mr. Bangs will continue to report as at present.

Mr. Coppock will report to the plant extension engineer in connection with the provisional estimate and five-year budget, and for the present will continue the other activities which he is now carrying on.

Plant Department

Chicago Division

Plant Superintendent's Office

O. J. Emmons, from supervision, personnel, to North Division plant superintendent's office as supervisor of station maintenance.

Louis G. Bendel, from supervising inspector to supervising inspector, South Division plant superintendent's office.

North Division

Joseph E. Gallagher, from testman to senior testman at Dearborn Office.

Arthur P. Murray, from Central Office switchboard installer to supervising inspector, plant superintendent's office.

George W. Noe, from supervisor, North Division plant superintendent's office to plant superintendent's office.

Construction and Plant Engineering

Patrick Clancy, from cable man, Cable Placing Unit, to placing foreman, Cable Placing Unit.

Peter P. Gardner, from cable man, Cable Placing Unit, to placing foreman, Cable Placing Unit.

M. L. Ranclette, from lineman, Aerial Construction, to line foreman, Aerial Construction.

William Hays, from inspector, construction superintendent's office, to inspector of cable splicing.

Edwin Wibly, from inspector, construction superintendent's office, to inspector, subscribers plant engineer's office.

Suburban Division

Methods Division

C. N. Conlee, from tool supervisor, Buildings, Supplies and Motor Equipment Division, to cost and methods man, Methods Division.

Engineering Division

S. D. McIntyre, from field engineer, Elmhurst, to local plant engineer, Elmhurst.

District No. 2 Plant Chief

T. A. Callinan, from Central Office maintenance foreman, Oak Park, to wire chief, Elmhurst.

Traffic Department

Chicago

General Supervisor of Traffic

R. B. Borden, from traffic supervisor to engineering assistant, Local Traffic Engineering Department.

W. A. Bradford, from traffic supervisor to traffic supervisor in charge of force adjustment, Division No. 1.

C. K. Brydges, from traffic supervisor to division traffic supervisor of machine switching, Division No. 1.

Local Traffic Engineer

R. E. Lanestrem, from engineering assistant to traffic supervisor, office of general supervisor of traffic.

F. T. Woods, from traffic equipment data man to division traffic engineer, Illinois Division.

Operators Training Department

Ruth Orlich, from messenger to ticket clerk, Lakeview Office.
Anna Bonow, from instructor to clerk, Commercial Department.

Catherine White, from junior instructor to instructor.

Constance Wingert, from junior instructor to instructor.

Personnel Division

Dorothy Higgins, from clerk to Operators Training Department exchange operator.

Division No. 1

Main

Nellie Cunningham, from supervisor to observer instructor.

Rose Schuler, from operator to clerk, Traffic Personnel Department.

Franklin

Alma Smith, from operator to clerk.

Helen Moody, from operator to "B" operator, Operators Training Department.

Kildare

Lydia Meyer, from operator to "B" operator, Operators Training Department.

Irving

Harold Rosenberg, from messenger to pay station messenger.

Dearborn

Eva Gabel, from supervisor to service observer.

Elise Braasch, from supervisor to senior supervisor.

Winnie O'Brien, from repair clerk to clerk.

Randolph

Helen Keaveny, from supervisor to instructor, Operators Training Department.

Josephine Walsh, from operator to supervisor.

Julia Haiman, from operator to supervisor.

Graceland

Helen Buraczewski, from operator to clerk.

Lakeview

Dollie Borrer, from supervisor to instructor.

Lincoln

Myrtle Tintjer, from operator to supervisor.

Hazel Frendell, from operator to supervisor.

Sunnyside

Louise Brink, from operator to supervisor.

Rogers Park

Veronica O'Malley, from operator to supervisor.
 Stella Cummings, from operator to supervisor.
 Margaret Anderson, from operator to supervisor.
 Emma Brandt, from operator to supervisor.
 Mildred Nelson, from operator to supervisor.

Brunswick

T. Andersen, from operator to supervisor.

Belmont

Clara Bahr, from operator to supervisor.
 Hazel Lillis, from operator to supervisor.
 Eleanor Harvey, from operator to supervisor.

Monroe

Elsie Sonney, from operator to supervisor.

West

Hilda Bondeson, from operator to repair clerk.
 Kathryn Killeen, from operator to supervisor.
 Mabel Mortenson, from operator to supervisor.

Kedzie

Marie Mitchell, from chief operator's clerk to clerk in office of supervisor of force adjustment.

Division No. 2*Harrison*

Edythe French, from operator to junior supervisor.

Victory

Clara Smith, from night junior supervisor to night chief operator.
 Ruth Beach, from supervisor to instructor, Operators Training Department.

Lawndale

Josephine Leahy, from operator to junior supervisor.
 Frances McHugh, from supervisor to instructor.
 Alfreida Stenman, from instructor to senior supervisor.
 Rose Citron, from operator to junior supervisor.
 Sophia Studney, from operator to junior supervisor.

Lafayette

Lillian Reilly, from operator to junior supervisor.
 Elizabeth Crinnion, from operator to junior supervisor.
 Anna Bannes, from supervisor to division instructor.

Yards

Frances Meyer, from operator to junior supervisor.
 Elizabeth Brennan, from junior supervisor to repair clerk.
 Catherine Carey, from supervisor to instructor, Operators Training Department.

Oakland

Josephine Schaedler, from supervisor to instructor.
 Virginia Davis, from supervisor to instructor, Operators Training Department.

Wentworth

Anna Homerding, from junior supervisor to supervisor.

Prospect

Mildred Pope, from operator to junior supervisor.
 Elizabeth Chase, from operator to junior supervisor.

Beverly

Teresa Cornmeyer, from junior supervisor to supervisor.
 Esther Dunlap, from junior supervisor to supervisor.

South Chicago

Ida Johnson, from operator to junior supervisor.

Division No. 3*Chicago Toll*

Mrs. Helen Bargetz, from junior supervisor to Toll Section Observing Department.

Mrs. Marie Allen, from junior supervisor to supervisor.
 Mrs. Dorothy Jefferies, from junior supervisor to supervisor.
 Mrs. Margaret Wilhelm, from junior supervisor to supervisor.
 Miss Margaret Flynn, from junior supervisor to supervisor.
 Miss Sarah Crane, from junior supervisor to supervisor.
 Miss Theresa Ruthkowski, from senior operator to junior supervisor.

Mrs. Beatrice Coaffee, from operator to junior supervisor.
 Miss Josephine Larson, from senior operator to junior supervisor.

Miss Marie Kopala, from senior operator to junior supervisor.

Elgin

Eleanor Wrona, from operator to junior supervisor.
 Tillie Abramson, from junior supervisor to supervisor.
 Grace Fleming, from supervisor to central office instructor.

Dundee

Blanche Schumacher, from operator to junior supervisor.

McHenry

Adele Heimer, from junior supervisor to chief operator.

Barrington

Ethyl Wessel, from operator to junior supervisor.

Evanston

Sennie O'Laughlin, from junior supervisor to supervisor.
 Helen Halstead, from operator to junior supervisor.

Wilmette

Eva Borre, from central office instructor to acting chief operator.

Aurora

Juliette Quirin, from junior supervisor to supervisor.
 Florence Bailey, from operator to junior supervisor.
 Jessie Knickerbocker, from operator to junior supervisor.
 Mary Sebera, from operator to supervisor.

Joliet

Bertha Voss, from operator to junior supervisor.
 Irma Pasold, from junior supervisor to supervisor.

Harvey

F. Anderson, from operator to junior supervisor.

Blue Island

M. Rhode, Blue Island, from senior operator to junior supervisor.

Chicago Heights

M. Quintenz, from operator to Commercial Department.
 C. Korkhouse, from operator to junior supervisor.

Hammond

F. Mabius, from operator to junior supervisor.
 E. Smallman, from operator to junior supervisor.
 A. Murray, from supervisor to senior supervisor.
 K. Bruce, from operator to junior supervisor.
 E. McDonough, from operator to junior supervisor.

East Chicago

J. Jorgenson, from operator to junior supervisor.

(Continued on page 29)

Organization Changes

(Continued from page 27)

Gary

E. Kromer, from operator to junior supervisor.

Oak Park

Grace Scherf, from operator to junior supervisor.
Helen McHale, from junior supervisor to supervisor.
Rose Karpiel, from junior supervisor to supervisor.
Irene Spoo, from operator to junior supervisor.
Hazel Hardy, from junior supervisor to supervisor.
Florence Dombrow, from junior supervisor to supervisor.
Anna Nelson, from operator to junior supervisor.
Hildue Nelson, from operator to junior supervisor.

Maywood

Marie D'Albani, from operator to junior supervisor.

La Grange

Edith Moore, from junior supervisor to supervisor.
Viola Taylor, from operator to junior supervisor.
May Weir, from junior supervisor to supervisor.

Berwyn

Dora Lane, from supervisor to central office instructor.
Sarah Rice, from junior supervisor to supervisor.
Margaret Winkler, from junior operator to junior supervisor.

Wheaton

Marie Daley, from operator to junior supervisor.

Division No. 4

C. H. Kessler, division toll supervisor, transferred to general supervisor of toll traffic office.

Peoria

Florence Hartwig, chief service observer, transferred to general supervisor of traffic office as chief service observer, Illinois Division.

Mary Martin, from toll supervisor to toll instructor.
Jessie Becanon, from operator to senior operator.
Lena Stafford, from operator to senior operator.
H. McWilliams, transferred to general supervisor of traffic office as service observer.

F. Henderson, transferred to general supervisor of traffic office as service observer.

I. Baptist, transferred to general supervisor of traffic office as service observer.

Champaign

Vivienne Speers, from operator to clerk.
E. Campbell, transferred to general supervisor of traffic office as service observer.
E. Barnhart, transferred to general supervisor of traffic office as service observer.

Rockford

Agatha Mitchell, from senior operator to central office instructor.
K. McGrath, transferred to general supervisor of traffic office as service observer.

La Salle

Agnes Ruthrauff, from toll senior operator to supervisor.
Theresa Kowalski, from senior operator to supervisor.

Decatur

Thelma Dash, from senior operator to supervisor.
Alta Howers, from operator to supervisor.
Alma Miller, from senior operator to supervisor.
G. O'Neil, transferred to general supervisor of traffic office as service observer.

Quincy

Vallie Geschwinder, from operator to senior operator.
C. Coens, transferred to general supervisor of traffic office as service observer.

Centralia

A. Hueskemeier, transferred to general supervisor of traffic office as service observer.

Bloomington

M. McGraw, transferred to general supervisor of traffic office as service observer.

Kankakee

M. Hart, transferred to general supervisor of traffic office as service observer.

Springfield

E. May, transferred to general supervisor of traffic office as service observer.
T. Ryan, transferred to general supervisor of traffic office as service observer.

Rock Island

I. Hingstrum, transferred to general supervisor of traffic office as service observer.

Sterling

A. Ryan, transferred to general supervisor of traffic office as service observer.

Long Lines

E. F. Morrison, from chief clerk reporting to division traffic superintendent to traffic supervisor.

Miss E. C. Clabes, from clerk to chief clerk reporting to division traffic superintendent.

Marie Letarte, from operator to supervisor.

Florence Holmberg, from supervisor at Chicago to chief operator at St. Louis, Mo.

Spalding Students Visit Peoria Office

SPALDING INSTITUTE student body of over three hundred visited the Peoria Office on April 27. Their visit created such a favorable impression that the following articles appeared in *The Sigma* which is published by the students of the institute: "On behalf of the students and faculty of Spalding Institute, we wish to thank the management of the Illinois Bell Telephone Company for its generosity shown in taking us through the telephone operating rooms and showing us the entire workings of the modern telephone system. After watching the telephone girls at the switchboards we realize the wonderful service offered to the citizens of Peoria. No more will we 'call down' an operator if we have to wait a little while before obtaining service."

* * *

"April 27, at 9 a. m., the institute was invited to visit the Bell Telephone Company. It was a revelation and a lesson to see how busy the operators were. We are sure all juniors will also be more considerate in the future when dealing with the operator over the telephone. Tomlins, stand up.

"The class enjoyed very much the visit to the Bell Telephone Company, and much was learned through the explanations of the girl telephone operators, and supervisors. Especially the value of method. THANK YOU."

Illinois Bell Employs Twenty Real Bells

ALL telephone employees are considered members of the great, widespread Bell family, but some may take the statement more literally than others. There are twenty employees of the Illinois Bell Telephone Company who are actually named Bell. They are located in the Chicago, Suburban and Illinois Divisions in the Traffic, Plant and Commercial Departments.

JULY TRAIL BLAZERS

S. J. Larned

July, 1890—35 Years

WHILE Mr. Larned was yet in college, thirty-five years ago, he was offered a position with the American Telephone and Telegraph Company by Mr. Pickernell, who was in effect the chief engineer of the Long Lines Department in New York City.

Immediately after his graduation from Cornell University in June, 1890, he went directly to New York to undertake the work of experimenting, developing and cable testing.

He held this position for about two years, coming to Chicago in August, 1892, to serve with Mr. Wilson, then the general superintendent of the Chicago company.

At that time Mr. Wilson was starting out to organize an Engineering Department, and Mr. Larned was the first recruit drafted into that branch of the work.

During the following year the engineering work was taken over by A. V. Abbott, and for quite a while Mr. Larned was associated with him in various "free lance" jobs, among which was that of looking after the telephone maintenance on the grounds of the World's Columbian Exposition.

At the close of the World's Fair he was appointed superintendent in charge of traffic and maintenance for Chicago.

On the death of Mr. Zeublin a reorganization followed and Mr. Larned was then given the position of general superintendent of the Chicago company.

When the five-state organization was put into effect, in 1911, he became general traffic superintendent for the group, and in 1913, when this organization was subdivided, Mr. Larned was appointed general traffic superintendent and assistant general manager for Chicago, which position still continues to command his attention.



S. J. LARNED

Arthur G. Kingman

July 1, 1903—22 Years

Arthur Kingman came into the Bell organization July 1, 1903. Twenty-two years ago. His first work was as a service inspector with the traffic engineer at Indianapolis. A little later he came to Illinois and was detailed to the Centralia District. From Centralia he returned to traffic engineering at Indianapolis which was about 1906.

When the central group of states organized under a single general management, Mr. King-



A. G. KINGMAN

man came to Chicago working in the chief engineer's office and giving his attention to special traffic study work.

Five years later he was made toll traffic engineer and later his title was changed to that of toll line engineer—which position he held until February, 1925, when he was made division traffic engineer for the Suburban Division, where he still holds forth.

Harriet M. Cotton Celebrates Twenty-fifth Anniversary

ON Saturday morning, May 9, on returning from a "phoney" errand of Mr. McLaughlin's, Miss Harriet M. Cotton of S. J. Larned's office was wonderfully surprised to find on her desk, a lovely basket of roses, with a card stating "Congratulations on your twenty-fifth anniversary," signed by the office



MISS HARRIET M. COTTON ON HER TWENTY-FIFTH SERVICE ANNIVERSARY

force. There were just twenty-five roses—one for each year of service. Mr. Larned then presented her with a new five-star pin. The balance of the morning was occupied with receiving calls from many prominent persons in the Traffic Department, and personal friends in the building, who came to offer their congratulations. "It was a very happy morning for me and one which I shall always remember with much pleasure," said Miss Cotton.

Why W, J, R and M Are Used on Party Lines

THE letter W outranks all the other letters of the alphabet as to the ease with which it can be understood, telephone engineers declare.

In order to determine which letters carry best over the wires and which are the least likely to be confused with the digits of the numbers or with other letters, the entire alphabet was subjected to elaborate series of tests over telephone lines by trained engineers. The result was that the letters W, J, R, and M passed the best tests in the order given and they were subsequently selected for use as suffixes for party line telephone numbers. That is why these letters are the standard designation for party service in preference to other letters of the alphabet.

Telephone is First Ashore from "Leviathan"

WHEN the gigantic United States liner *Leviathan* docks at New York you can sit down at the telephone in your stateroom and call up any one of 16,000,000 telephones scattered over the North American Continent. When she docks in England, at the other end of her voyage, you can't even telephone ashore for a cab to meet you at the pier.



Bernice Roche, Traffic Engineering Department, Director of the "Bernie and Her Boys" orchestra, which has entertained at several telephone affairs.

STRICTLY FEMININE
THIS PAGE OF
PLAYFUL BELL
FOLKS



Minnie Welch, Margaret Ryan, Katherine Watson, Vlasta Zaloudek and Theresa Winter, Chicago Toll Recorders.



Gladys V. Olson, Kedzie Supervisor, snapped at Margaret Mackin Hall as she was being playfully wild and woolly.



Above—Kenwood girls registering a good time at the Dunes: Gladys Crawford, Leona Zimmerman, Annette Schaefer, Vera Tollstam and Edna Young.
At right—Mrs. Dewey Horn of the Traffic Superintendent's Office looks happy for a very obvious reason.



Mary West, Kedzie Office, and Ethel Olson of the Health Department, play Jack and Jill at Margaret Mackin Hall.



A group of shy Margaret Mackin Hall girls: Gladys Olson, Grace Westphal, Lola Walker, Ethel Olson, Mary Stieber, Frances Jarowski and Elizabeth Walker.



June Morrissey playing the Mah Jongg or Madame Butterfly at Margaret Mackin Hall.



Above—Rose Berecz, Lincoln Operator, who won the prize for the best letter in answer to an Operator's Training Department advertisement.

TWENTY YEARS AGO

From the *Central Union News*, June, 1905. This publication was the predecessor of the *BELL TELEPHONE NEWS*, circulating in what is now the Illinois Division, which was a part of the territory of the Central Union. The Chicago Telephone Company's publication was started in 1907 and later this also was merged into the present *BELL TELEPHONE NEWS*.

THE 5,000,000 mark has been passed by the American Telephone and Telegraph Company, according to the instrument output report for the month ending May 31. There are now 2,513,207 Bell subscribers in the United States, or one to every thirty-three inhabitants.

* * *

The Union Pacific Railroad will soon have in operation all over its lines a telephone system for dispatching trains and transacting other business.

* * *

The following Illinois exchanges have received new equipment: Alton, Belvidere, Canton, Centralia, Decatur, Edwardsville, Kewanee, La Salle, Moline, Mount Vernon, Ottawa, Streator and Taylorville.

* * *

Switchboard additions have been made in Carrollton, Ottawa, Peoria and Springfield. In Peoria, where the development is already the highest east of the Rocky Mountains, extension both of the cable and switchboard capacity has been necessary and the conduit system has been extended.

* * *

G. C. Carpenter has been checked in as manager at Jacksonville, to succeed J. P. Brown.

* * *

Miss M. C. Robinson has been appointed manager at Carrollton.

* * *

Simon P. Sheerin, president of the Indianapolis Telephone Company and the New Long Distance Telephone Company, dropped dead in Chicago, June 20, while addressing a convention of the National Interstate Independent Telephone Association at the Auditorium Hotel. Apoplexy was the cause of death.

Plans for Pioneers' Annual Meet Completed

ARRANGEMENTS for the annual meeting of the Telephone Pioneers of America which is to take place in Washington, D. C., October 16 and 17, include a trip to Mount Vernon and other historically interesting spots.

In accordance with a scheduled arrangement made with the Baltimore and Ohio Railroad Company a special train for Theodore N. Vail Chapter will leave Chicago, October 14, at 4 p. m. Illinois Pioneers will arrive at Harper's Ferry on the fifteenth at 10:45 a. m. and stop for thirty minutes of sight-seeing. Leaving at 11:15 they will reach Frederick at 12:20, noon, where sight seeing cars will take the party on a trip through the beautiful Catoctin and Blue Ridge Mountains to Gettysburg and over the famous battlefield, where experienced guides will describe the first, second and third days' fight. Winding its way through the many beautiful monuments erected by the different states as memorials to their fallen heroes the party will reach the High Water Mark, pass the scene of the famous Pickett's charge and return through the National Cemetery and the scene of Lincoln's Gettysburg address. The pioneers will then journey through the hills of western Maryland back to Frederick, where trains will be ready and the evening meal prepared.

On leaving Frederick they will retrace their steps along the famous Potomac River and arrive at Washington, D. C., at 7:30 p. m., in ample time to go to their hotels and enjoy a good night's rest.

Telephone Man Recovers Lost Dog for Boy

HOW one telephone man, J. T. Luby of the Plant Engineering Department, performed an act of kindness and real public service is told in the following letter which was written to President W. R. Abbott by Henry Matthies, a Chicago subscriber.

"I believe you will be very much interested in learning that the Bell Telephone Company can be of service in more ways than just furnishing communication over the wire.

"The enclosed picture shows a dog and his master who were served by one of your employees, J. T. Luby of the Plant Engineering Division.

"Several weeks ago 'Buster' (the dog) was among the missing. We looked everywhere for him. We even went so far as to report it to the Police Department, but without results. Then someone told us that there lived in our vicinity a 'telephone man' who made regular and frequent trips through the streets and alleys of the northwest side. This man was and is Mr. Luby. We communicated with him by telephone and enlisted his aid. One



THE SON OF HENRY MATTHIES AND HIS DOG, BUSTER

Buster was lost for several weeks and was returned to his owner through the efforts of J. T. Luby, Plant Engineering Department.

bright morning the telephone rang and Mr. Luby informed me he thought he had located 'Buster.' He called for me in his 'flivver' and drove over to Montrose and Albany and, sure enough, there was the dog. We brought 'Buster' home and you never saw a happier boy in all your life when, in the evening, my son found his 'Buster' back home again.

"Great service, great employees—great telephone company."

In sending the letter to F. O. Hale, vice president and general manager, Mr. Abbott wrote: "This was a real case of public service and I add my thanks to those of Mr. Matthies to Mr. Luby for his successful efforts in recovering the pet."

A Sane Fourth

EACH year the records of July 4 show numerous lives lost, many serious personal injuries and much damage to property by fire. For example during the first five days of July, 1922, in Chicago alone 726 alarms of fire were sounded and on these days fires caused a loss of \$79,786, two deaths and hundreds of serious injuries, due chiefly to fireworks celebration.

An extensive campaign is conducted each year in an endeavor to impress grown ups as well as children with the necessity for guarding against the dangers of the Fourth of July; that fireworks and other explosives are forbidden by law unless a permit is issued by the city, and should be avoided and that "it is not patriotic to be injured or to cause a fire."

So let us celebrate our nation's birthday to the utmost. But remember what we are celebrating and don't make a human sacrifice of ourselves or others. Let us thoroughly enjoy ourselves on this day by having a safe as well as a sane Fourth of July.

NEW YORK State has over 300,000 more telephones than the entire continents of Asia, Africa, South America and Australia combined.

SOMETHING BORROWED!

By M. T. Dewhurst

"**S**AY, Tom, where are you going to keep that marriage license? You've got it so far ahead of the big day that you ought to put it in the bank and let it draw interest."

"It's drawing interest, all right, now," retorted Tom. "You and Mary have looked it over till it is worn thin, already. Why don't you get one of your own if you like it so much?"

"And be sure when you go to get it that you get the right one," laughed Katie. "Did Tom tell you that he went to the first place where he saw a sign, 'Licenses,' and asked a woman to give him a license and she said 'what kind of fishing do you want it for'?"

The family certainly enjoyed the joke and it was some time before Tom could make himself heard in self defense.

"That wasn't my fault. Why don't they say fish license or dog license if that's what they mean? Anyway, John may have to get a fishing license before he's through; Mary isn't caught yet."

"Well, it's lucky for you that we are not going to have a double wedding," said Mary laughing. "I don't know what Mother would do if she had to get both of us married, though I must say she is right in her element planning things and your mother, Katie, seems to want her to make all the arrangements."

"Yes," answered Katie, "Mother says she's good at doing things but she doesn't know how to plan and we are both so glad we have your mother to help. Did you know that she is going to bake the fruit cake to-morrow?"

"I'll bet it will be good," said John, "and do you know, Mary, that she is going to make two big cakes and one is to be kept for the next wedding?"

"Yes, Johnny," laughed Mary, "but did she tell you that it will keep wonderfully and grow better with age and that she has eaten fruit cake ten or fifteen years after it was made and it was all right."

"Why not get married on our twenty-fifth anniversary, then?" said Tom. "I bet Katie and I will be able to give you a silver spoon by that time, but for mercy's sake don't get married any sooner. Heaven knows where we'll get money for wedding presents for the next few years."

Just then, the bell rang and Mary found Mrs. Wilson at the

door with a package... She came in smiling and said as she kissed Katie, "I've got something to show you and when I didn't find you at home I asked your mother about it and she said she thought it was just the thing."

"Why, what is it?" asked Katie.

"Something very important, but not for the men to see," laughed Mrs. Wilson.

"Oh, come on John, we are not wanted here. Come up in my house a while," and as Tom left the room with John he called back, "John and I are going to make some fudge in my kitchen, Katie."

"Don't you dare touch a thing in that kitchen," exclaimed Katie. "If you touch one of the sauce pans, I'll break our engagement."

"Can't do it," called back Tom. "We've got the license."

The package, so mysterious, was opened and there in folds of dark blue tissue paper the girls were thrilled to see a beautiful wedding veil.

"See, girls," said Mrs. Wilson, "this is the veil I wore and you know a bride must have 'something borrowed' as well as 'something blue,' so you can borrow this. People don't buy wedding veils if they can borrow. This has been used by two of my family and maybe it will last for Betty's wedding."

"Oh, it is lovely of you to let me take it," exclaimed Katie. "I'm going to have just a plain georgette crêpe dress and Mary has made me a lovely silk slip and she has worked the daintiest little forget-me-nots on it; so there is the 'blue'."

"You know Betsy is going to look just lovely in her pale blue dress. It isn't anything expensive but the color is sweet with her golden hair and I had a beautiful time making it. She just hung over me all the time I was working on it. She is so excited over the idea of being your flower girl!"

"Oh, here comes Mother," said Mary. "She'll want to see this veil."

Mother, of course, was quite as enthusiastic as the girls and said the tulle was ever so much nicer and softer because it had been used and when they tried it on Katie and arranged it simply, pinning the tiny spray of orange blossoms like a filet over her pretty brown hair, they all exclaimed at the becoming effect and Katie looking in the glass must be pardoned if she for once did think herself beautiful.

"I'm so glad," said Mrs. Wilson, "that you haven't bobbed your hair. There is something to pin to and it is so much more becoming for a dress up occasion. Bobbed hair goes with sport



SMOKING THE PEACE PIPE AT FOREST BEACH
Y. W. C. A. CAMP

Forest Beach Camp at New Buffalo, Mich., a summer camp for business girls. Room and board, \$8.75 per week; railroad fare from Chicago, round trip, \$2.65. Register at Central Branch, 59 East Monroe Street. Call RANdolph 2420 or call at 59 East Monroe Street for reservations for week-ends or vacation. Mrs. Dewhurst, OFF iceial 9300, Extension 910, will give information in regard to Blue Bird Cottage, Boulder, Colorado; Eleanor Camp, Lake Geneva or Forest Beach Camp, New Buffalo, Mich.



ROMANY DAY AT FOREST BEACH
Y. W. C. A. CAMP

clothes better."

"No danger of my bobbing," said Katie, "Tom doesn't like it."

"Reason enough!" laughed Mary, "I didn't ask John's advice, but all the same, my wig is still on."

"Don't you dare take that lovely golden wig off, even if John does tell you not to. Of course I know you want to assert your independence but John is so nice you don't need to be stubborn."

"That's just it," said Mother. "Mary is stubborn. I guess I'm to blame, for when she was little I found it out and instead of telling her she couldn't do a thing I made her decide herself that she didn't want to. I avoided having a struggle with her by not giving a direct command. I was so busy that I didn't have time to fight things out with her or perhaps she'd be more reasonable now."

"Oh, well, I'm not so bad, am I, Mother?"

"Oh, no, dear, only I think Katie and Tom will get along easier than you and John. Though I can see that you are changing since you fell in love."

But a big noise at the door put a stop to this character discussion and the veil was hurriedly put away in its blue wrappings which Mrs. Wilson said were to keep it from turning yellow, and the young men were allowed to enter.

"We began to think that you had forgotten that any men lived around here," complained Tom. "The way you ignore my existence lately is scandalous. I'm going to tear up that license if this goes on. I'll let you know a man is one of the essentials to a proper wedding."

"Of course," laughed Katie, "but I might be able to get some one to take your place."

"By the time John gets married," said Tom, "they will probably have an invention so that the groom can stay at home and make his responses over the telephone with an amplifier and he won't need to disfigure the pretty picture the girls try to make all dolled up for the occasion. His dark suit is a sort of kill-joy anyway and then you see he could be comfortable at home in his every-day clothes and at the church instead of a timid 'I will,' everyone will hear a big, strong voice booming, 'I will,' with all the emphasis that the telephone company can back him with."

They all laughed at Tom's nonsense and John said "I'm going to have the telephone amplifier answer when they ask who gives this woman away. Mary probably never will agree unless the company announces that they don't need her services any longer. She is so fond of her job that I shall feel like her second husband, anyway."

"Oh you will!" exclaimed Mary. "You'd better remember then that I can go back to my first one some time if you don't act as you should."

"These children are terrible, Mrs. Wilson," laughed Mother. "If I didn't know them I'd think they had no idea of the serious

100 PER CENT ACCURACY

TO OBTAIN ACCURACY

Attention	to details is very essential.
Concentration	is absolutely necessary.
Carefulness	will make it possible.
United	effort of all employees will help.
Reasonable	care before is better than regrets after.
Ask	questions when in doubt as to procedure.
Consult	with supervisors and more experienced employees.
You	are an important factor in this work.

Do It Right the First Time

side of getting married. Now I always love to see a wedding with the bride and groom surrounded by the ones who love them best, and pretty gowns and flowers and music in the church seem appropriate to the joy and sacredness of it all."

"Oh, well, Mother, if you'll feel better about it I'll go this time and let the amplifier alone," said Tom.

"You better, young man," answered Mrs. Wilson. "If you don't appreciate this bride when she gets that veil on, I'll tell Ted to see what he can do. But I almost forgot one of my errands. Mr. Wilson and I want all of you, except Tom and Katie, to come to dinner that Tuesday night. We want to talk things all over after the wedding."

"Won't that be lovely!" said Mary. "We'll feel sorry for Tom and Katie up at the farm trying to get supper while we are feasting and talking about them. Tom won't be able to answer back this time."

But Mother held Mrs. Wilson's hand a moment as she said good night and whispered "That's just like you to think of us. I know you don't want Katie's

mother or me to be lonesome."

And Tom and Katie, taking a little stroll in the moonlight, were saying some of the things which seem to mean so much to lovers though they have been repeated so often. And foolish Katie asked Tom if he wouldn't rather stay for the dinner at the Wilson's and if he were sure he wouldn't be lonesome with no one at the cottage but her, and Tom made answer—but no one but Katie heard what he said.

Reporting of Minor Injuries

FAILURE to report and obtain first aid for such minor injuries as a pin or wire scratch has often caused serious disability and even loss of life. It is not uncommon when reviewing accident reports to find several which read in part as follows:

"Scratched self on end of wire. Did not pay any attention to it as only a little surface of the skin was broken. A few days later blood poisoning set in."

"Hot solder ran off cloth and a drop fell in his shoe, causing a blister. Thought it did not amount to anything and failed to report it. Blister broke and infection set in. Foot and leg badly swollen."

No matter where you are, at work or at home, you cannot afford to take a chance and assume that the very slightest of injuries is of no consequence and does not need attention. There is no such thing as an injury which does not need attention, especially if it be a case where the skin is cut or punctured. All injuries should be considered serious. The little blood poison germ is ever present and watching for a chance to attack and if a wound, regardless how small, is not properly cared for, the germ will undoubtedly get in its deadly work. Kill them by getting first aid for all injuries.



From Enduras

Mother was looking over a new leaflet issued by the telephone company, when the small son looked up from his lesson and asked: "What nationality are telephone girls?"

His sister, a few years his senior, replied: "Why, Central Americans, of course."



The Show-Off

"Gentlemen," introduced the proud father, "this is my little son, Tommy. He's bright as a whip."

"Ya betcha," responded Tommy. "What was that wise crack I pulled yesterday that almost gave old Spivins hysteria, pa?"—*American Legion Weekly*.



Mourning

"Hey, waiter, this steak is burned black."

Yes, sir, a mark of respect; our head waiter died yesterday."



"How are you getting along since your wife went away?"

"Fine. I've reached the height of efficiency. I can put on my socks now from either end."—*Bison*.



But She Didn't

A country lad had just deposited a nickel in a pay station telephone.

Operator: "Number, please?"

Country Lad: "Number nuthin'; you better give me my chewin' gum."—*Centre Colonel*.



"Kathleen plays bridge like an amateur."

"Goodness! Is she as lucky as that?"



"Will your daughter be home from school for the holidays?"

"I understand she will be in the city and will look in on us occasionally."

Vacation Poem

Little bank roll, ere we part,
We will press you to our heart.
We've worked long and hard for you.
We've been faithful, you've been true.

But vacation time draws nigh,
Soon 'twill be a sad goodbye.
Back from our selected spot
We'll return but you will not.



Off Hours

Operator: "We are just testing your line."

Fresh Young Man: "Sorry ol' girl, but it's much cleverer in the evening."



Old man (engaging a new chauffeur): "I suppose I can write to your previous employers for recommendation?"

Chauffeur: "I am sorry, sir, but both my employers died in my service."—*Philadelphia Inquirer*.



There is a bright side to everything, including last year's suit of clothes.—*Oklahoma Whirlwind*.



The most stirring passages ever written are found in the cook book.—*Boll Weevil*.



How Like a Woman!

"All my jewelry was stolen last week."

"Oh! There's nothing more annoying than a petty theft."



Hostess: "I hope you found that book interesting, Mr. Blimp."

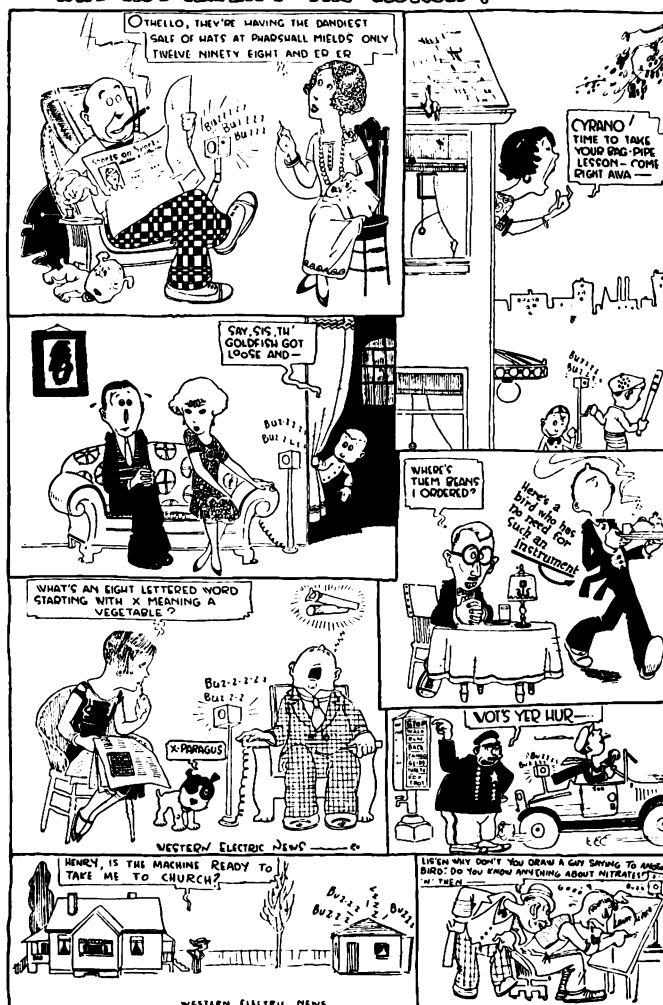
"Well, I must confess it wasn't quite as interesting as the letter someone left in it as a bookmark."

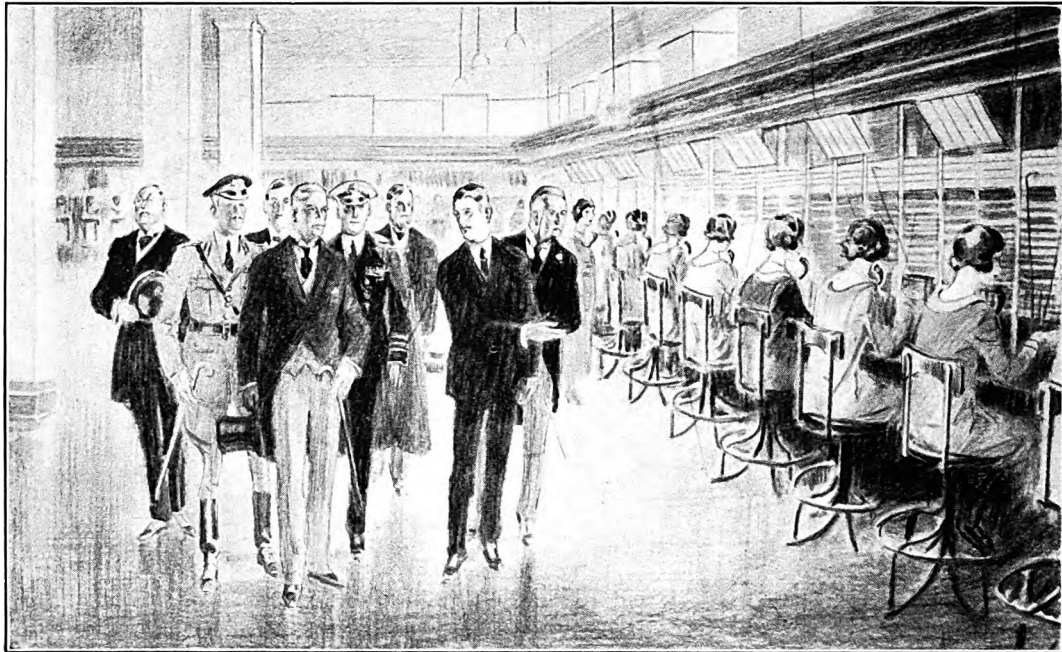


Fable

Once upon a time there was a man who never left his commutation ticket in his other coat.

NO ONE ARGUES WITH THE BUSY SIGNAL— WHY NOT AMPLIFY THE MUMCH?





Within the means of all

Visitors from foreign countries invariably wonder at the number of telephones in America. "Why is it," they ask, "that nearly everybody in America has a telephone, while in Europe telephone service is found only in a limited number of offices and homes?"

First of all, telephone rates in the United States are the lowest in the world for the service given. Here, since the beginning, the best service for the greatest number of people has been the ideal. By con-

stant improvement in efficiency and economy the Bell System has brought telephone service within the means of all. From the start, its rate policy has been to ask only enough to pay fair wages and a fair return on investment.

The American people are eager to adopt whatever is useful. They have found that Bell telephone service, comprehensive, prompt and reliable, connecting them with the people they wish to reach, is worth far more to them than the price charged for it.



**AMERICAN TELEPHONE AND TELEGRAPH COMPANY
AND ASSOCIATED COMPANIES**

BELL SYSTEM

One Policy, One System, Universal Service

UNIVERSITY OF ILLINOIS-URBANA



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